



IP1 Council Tentative Meeting Schedule

JANUARY 10 WORK SESSION

IP2 Work Session Agenda

JANUARY 12 WORK SESSION

IP3 Work Session Agenda

JANUARY 13 WORK SESSION

IP4 Work Session Agenda

IP5 Memo from Asst. City Manager, Police Chief, and Equity Dir.: January 13th City Council Work Session

IP6 Diversity Implementation Form (DIF) 2013-2014

IP7 Copy of Equity Report 2013 (without attachments)

IP8 Copy of email from Council Member Botchway: Actions City Council Can take Regarding Diversity and Equity

IP9 Copy of email from Council Member Throgmorton: New City Council Action Concerning Equity and Diversity Issues

MISCELLANEOUS

IP10 Memo from Parks & Rec. Dir. and Supt. of Parks: Proposed Snow Route Maintenance changes

IP11 Memo from City Clerk: Joint Meeting Agenda Items for January 26

IP12 Police Department Bar Check Report – December 2014

IP13 2014 Building Statistics

DRAFT MINUTES

IP14 Charter Review Commission: January 6

IP15 Housing and Community Development Commission: November 20



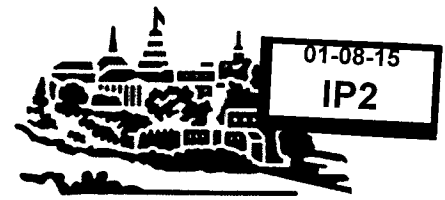
City Council Tentative Meeting Schedule

Subject to change

January 8, 2015

01-08-15
IP1

<u>Date</u>	<u>Time</u>	<u>Meeting</u>	<u>Location</u>
Saturday, January 10, 2015	8AM-5PM	Special Budget Work Session (Department Presentations)	Emma J. Harvat Hall
Monday, January 12, 2015	1:00-7:00PM	Special Budget Work Session (CIP Presentations)	Emma J. Harvat Hall
Tuesday, January 13, 2015	5:00 PM	Special Work Session (racial equity and diversity issues)	Emma J. Harvat Hall
Tuesday, January 20, 2015	5:00 PM 7:00 PM	Work Session Meeting Formal Meeting	Emma J. Harvat Hall
Monday, January 26, 2015	4:30 PM	Joint Meeting / Work Session	Emma J. Harvat Hall
Monday, February 9, 2015	5:00 PM 7:00 PM	City Conference Board Meeting Work Session Meeting Special Formal Meeting	Emma J. Harvat Hall
Monday, February 23, 2015	5:00 PM 7:00 PM	Work Session Meeting Special Formal Meeting	Emma J. Harvat Hall
Monday, March 9, 2015	5:00 PM 7:00 PM	City Conference Board Meeting Work Session Meeting Special Formal Meeting	Emma J. Harvat Hall
Monday, March 23, 2015	5:00 PM 7:00 PM	Work Session Meeting Formal Meeting	Emma J. Harvat Hall
Tuesday, April 7, 2015	5:00 PM 7:00 PM	Work Session Meeting Formal Meeting	Emma J. Harvat Hall
Tuesday, April 21, 2015	5:00 PM 7:00 PM	Work Session Meeting Formal Meeting	Emma J. Harvat Hall
Tuesday, May 5, 2015	5:00 PM 7:00 PM	Work Session Meeting Formal Meeting	Emma J. Harvat Hall
Tuesday, May 19, 2015	5:00 PM 7:00 PM	Work Session Meeting Formal Meeting	Emma J. Harvat Hall



CITY OF IOWA CITY

410 East Washington Street
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**City Council BUDGET Work Session Agenda
Saturday, January 10, 2015
Emma J. Harvat Hall - City Hall
410 E. Washington Street
8:00 AM ***

8:00 Budget Overview and Highlights-City Manager's Office & Finance

General Government Program Budgets:

City Attorney
City Clerk
City Manager
Finance

9:30 BREAK

Public Safety Program Budgets: (1 hour)

Police Department
Fire Department

Culture & Leisure Program Budgets: (1hour)

Library
Parks & Recreation
Senior Center

12:00 Noon LUNCH

1:00 Community & Economic Development Program Budgets: (1 hour)

Neighborhood Development Services
Metropolitan Planning Organizations of Johnson County (MPO)

Business-type Funds: (1 hour)

Transportation Services (Parking & Transit)
Airport

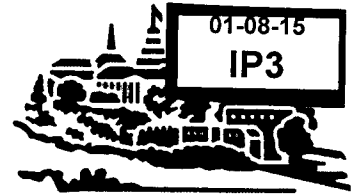
3:00 BREAK

Public Works Program Budgets: (1 hour)

Discussion wrap-up

5:00 Scheduled ending time

*Times noted are estimates



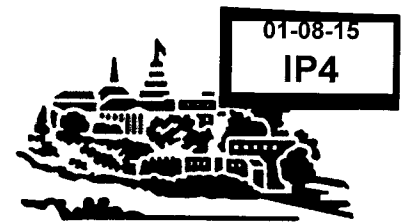
CITY OF IOWA CITY

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**City Council BUDGET Work Session Agenda
Monday, January 12, 2015
Emma J. Harvat Hall - City Hall
410 E. Washington Street
1:00 PM ***

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|------|--|
| 1:00 | Review of Saturday's work session |
| 1:30 | Capital Improvement Projects (2 hours) |
| 3:30 | BREAK |
| | Discussion wrap-up |
| 7:00 | Scheduled ending time |

*Times noted are estimates



CITY OF IOWA CITY

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**City Council Work Session Agenda
Racial Equity & Diversity Issues
January 13, 2015
Emma J. Harvat Hall - City Hall
410 E. Washington Street
5:00 PM ***

- Staff Presentations
- Community Input (5:15-6:15*)
- Council Discussion (6:15-7:00*)

*Times noted are estimates



CITY OF IOWA CITY MEMORANDUM

01-08-15

IP5

Date: January 8, 2015

To: Tom Markus, City Manager

From: Geoff Fruin, Assistant City Manager
Sam Hargadine, Police Chief
Stefanie Bowers, Equity Director

Re: January 13th City Council Work Session

In June of 2012, the City Council appointed an ad-hoc Diversity Committee to review law enforcement and transportation services as they relate to minority populations, and to review the policies and procedures of the Citizens Police Review Board. Since that time, the City has made progress on the recommendations that were offered by the ad-hoc Diversity Committee. The City Council and public can track progress on the various efforts through periodic update reports that are distributed to Council and archived by the City Clerk, or by visiting the Diversity Initiative webpage at <http://www.icgov.org/?id=2281>.

In recent months, high-profile national events have heightened community conversation about racial disparities locally. While we are pleased with both the short and long-term steps that we as a City have taken in the last two years to address disparities, it is clear that we have more work to do. In preparation for the City Council's January 13th work session, we would like to offer a framework for the Council to use as they consider the requests the City has recently received from the public in various forms (e.g. emails, phone calls, public comments, media interviews, etc.) and determine the best path forward for the community. The framework would not replace what we have started in our responses to the ad-hoc Diversity Committee recommendations. Rather it would supplement that effort and focus on building relationships and communication channels. Specifically, the framework focuses on the five areas of conversation, accountability, outreach, training and justice.

Conversation:

We feel it would be very beneficial to ensure that conversations are being facilitated at all levels of the city organization. City Council meetings and work sessions may not be the most effective forums as the structure, agenda limitations, time and physical set-up can sometimes prevent healthy dialogue.

To better facilitate community conversation with staff, city management and elected officials, we are suggesting the following actions:

1. City Council Listening Posts: The Council should consider holding listening posts in various locations in the community during 2015. Two Council members can rotate at each post. Key city staff could also be present. We recommend that each post focus on specified concerns articulated by the community, such as police matters, housing, employment and transportation.
2. Staff Roundtables: The City Manager, Assistant City Manager, Police Chief and Equity Director should consider convening small regularly scheduled roundtable discussion with the chair or director of local community organizations that focus their efforts on eliminating racial disparities. Examples of such groups may include the Black Voices Project and the Center for Worker Justice.
3. Expanded Coffee with a Cop: The Police Department launched its version of Coffee with a Cop in 2014. The department would like to expand this initiative in 2015 and will rotate to different areas of the community. These events give residents and officers an opportunity to interact and connect with each other in a setting that is more conducive to building relationships.

Accountability:

Accountability has been a term widely used across the country in recent months. It was also the focus of much discussion with the ad-hoc Diversity Committee. Iowa City is the only community in Iowa that has a Citizens Police Review Board (CPRB). While the CPRB is subject to limitations imposed by state and federal law, it undoubtedly adds a layer of accountability to the public. Similarly, Iowa City is one of a relatively small number of cities and counties in Iowa that has a standing Human Rights Commission and full-time staff focused on discrimination and diversity issues.

To expand the City's accountability to the community we are recommending three specific actions beyond the recommendations in the ad-hoc Diversity Committee report to be completed in 2015:

1. Investigate emerging technology and equip all officers with body cameras
2. Continue to engage the service of St. Ambrose University to quantify racial disparities in vehicle stops, citations and searches, and commit to publicly presenting that data to the City Council annually. The goal of this unique partnership and public review process is to reduce disproportionate minority compact
3. Have the City Council review the metrics reported on in the 2013 Equity Report and specify any new measures by which the city shall be accountable for in the coming years

Outreach:

Since the formation of the ad-hoc Diversity Committee it has been a top priority of the Police Department to conduct more outreach to minority and underrepresented populations in the community. Examples of such outreach include:

- Collaboration with the Youth Leadership Program and Children of Promise to launch the Badges for Baseball program
- Participation in community events such as the Latino Festival, Party in the Park events, National Night Out, Juneteenth, and miscellaneous neighborhood meetings and picnics
- Launching of the first Youth Police Academy and actively partnering with The Dream Center and Diversity Focus to bolster minority population in the second offering of that program
- Partnering with local schools to promote positive interactions with officers and students, including participation in a newly created 3 on 3 basketball program at South East Junior High School
- Became the first Iowa police department to appoint LGBTQ liaisons to help foster positive relations
- Concerted efforts to bolster neighborhood foot patrols and other community oriented policing strategies
- Individual officers serve in various capacities with many local organizations and non-profit agencies, including on the Board of Directors of organizations such as The Dream Center and Systems Unlimited

The department is working diligently to build and expand on these current efforts. We hope these efforts are helping to build awareness and strengthen relationships with youth, neighborhoods and key organizations in the community.

To expand on these outreach efforts and develop new opportunities we recommend that the City Council:

1. Support the requested labor and financial resources in the Police Department's budget to carry out these activities
2. Council members continue to actively participate in these outreach activities when appropriate and feasible. Recent elected official attendance with city staff at the Iowa City Mosque and the Pheasant Ridge neighborhood cookout are good examples of engagement that can be expanded.

Training:

Each year police officers are exposed to multiple training sessions that focus on specialized topics. In the past year, all officer trainings have been conducted focusing on positive police interactions with:

- Foreign nationals
- Persons with disabilities who utilize service animals
- Individuals covered under the American with Disabilities Act
- LGBTQ populations
- Persons with mental health disorders

The next two all officer training sessions are scheduled in January and March of 2015. One will focus on Civil Rights and the second on bias-based policing and racial profiling. The last all officer training specifically on diversity was held in 2013. The above-mentioned trainings are held in addition to state mandated trainings on topics such as CPR and hazardous materials / blood borne pathogens.

In addition to those in the Police Department, other city employees also receive diversity training. In 2014, Transportation Services conducted six employee training sessions entitled "*Building Diversity Skills in the Transit Workplace*". Additionally, two training sessions for all employees on diversity and inclusion were held city-wide in 2014. Another organization-wide diversity training opportunity is scheduled in February 2015.

To properly focus employee training on community needs our recommendation is that the City Council:

1. Authorizes the funds necessary for these trainings
2. Communicates any ideas or perceived needs for training of any city employee group to the City Manager's Office
3. Consider participating firsthand in future diversity training sessions that are offered to all City employees

Justice:

While the City does not manage the justice system in Johnson County, it certainly can play a role in advancing key initiatives. There are several continuing efforts the city is focusing on:

- The Police Department has been a lead collaborator with the Iowa City Community School District, Johnson County Juvenile Court Services, and other key organizations in developing a program to address racial disparities in referrals to juvenile court for first time offenders charged with disorderly conduct. We are optimistic that this program will reduce disparities and lay the groundwork for other similar efforts.
- The Department has been working closely with the Iowa Department of Human Rights (IDHR), which is reviewing sample juvenile arrest reports and offering feedback to improve our police services
- The Department implemented a community service program in lieu of municipal infractions in downtown Iowa City and is looking for ways to build participation
- The City remains a strong supporter of the community ID program that is being led by Johnson County

Staff recommends the following role for the City Council to facilitate desired changes in the Justice system:

1. Be supportive and provide resources for the City's involvement in a regional community ID program, which aims to open access to law enforcement and other municipal services
2. The Council should continue to be represented on the Criminal Justice Coordinating Committee. More frequent updates from the Council representative on the committee and regular review of meeting minutes will help the entire Council stay engaged with this committee, and its various subcommittees.

The racial disparity issues being discussed across the country and in Iowa City are incredibly complex. Solutions will require a commitment and collaboration between all local governments, community organizations, neighborhoods and residents. We believe the above-outlined framework will help further the needed work needed to move the community forward in a positive and productive manner.



CITY OF IOWA CITY

Diversity Implementation Form (DIF) 2013-2014

In June 2012, the City Council (hereinafter "Council") established the Ad Hoc Diversity Committee (hereinafter "Committee") to study City law enforcement and transportation services as they relate to minority populations and to review the policies and procedures of the Citizens Police Review Board. From September 2012 to March 2013, the Committee reviewed and investigated the departments and the CPRB. The Committee then developed a set of recommendations. The recommendations, which follow, are separated out between the Police Department, Transportation Services, and the CPRB. To view the entire Diversity Implementation Form including all recommendations made by the Committee as well as staff response to the recommendations visit www.icgov.org/?id=2281. This form only shows those recommendations that required additional staff action.

Police

1. Changes should be made in the Department to create a more positive culture that focuses on a "Protect and Serve" approach.
2. Increase understanding between police officers and the minority community.

Citizens Police Review Board

1. Increase public awareness of the Citizens Police Review Board and how the complaint process works.
 2. Change the process and procedure for the Citizens Police Review Board to address the issue of public distrust.
 3. Respond to the pending recommendations to Council from the Citizens Police Review Board.
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Transportation Services

1. Look into providing additional transit options.
2. Look into additional options for educating the community on behavioral expectations and procedures while riding the bus.
3. Increase community outreach efforts.
4. Improve the overall environment of the downtown interchange and high volume bus stops/shelters.
5. Improve communication between other transit providers in the Iowa City/Coralville vicinity.



Department: Police

Summary: The Committee identified assorted policies, practices and procedures and generated recommendations to address diversity related matters.

**Recommendation A:
Create a more positive culture that focuses on a “Protect and Serve” approach.**

Sub Recommendation	Staff Recommendation	Status
A1. Replace the police recruitment video.	Continue work to develop a new video.	Fall 2013- New recruitment video has been completed and is in use. RECOMMENDATION COMPLETED.
A2. Encourage more relationship-building activities with police officers and members of the public.	Continue efforts to develop connections between the Department and the community. The Department will implement the Badges for Baseball program and a Graffiti Cleanup Program in partnership with Juvenile Court Services and Mayor’s Youth Empowerment Program ¹ .	Youth Leadership Program Summer 2013- The Youth Leadership Program (YLP) ² of Johnson County implemented the <i>Badges for Baseball Program</i> in the summer of 2013. The <i>Badges for Baseball</i> program is a collaboration between YLP, Children of Promise ³ and the Department. The program focuses on teaching youth healthy living skills and conflict resolution through sports. YLP expanded the program to also include components of the <i>Alternative to Violence</i> project. Thirty-six area youth were served by the program. The Department joined YLP every Wednesday for an active portion of the summer camp. The camp had six themes, healthy living, team work, science, community, nature, and fun. The

¹ Hereinafter “MYEP”.

² YLP serves Johnson and Linn Counties and is a positive youth development initiative that serves at-risk middle and high school youth. The program operates in both Linn and Johnson counties during the summer months, but primarily in Linn County during the school year.

³ The Department, in August 2013, entered into an agreement with Community Corrections Improvement Association’s Children of Promise Mentoring program in Johnson County. The Children of Promise program agreed to provide volunteer opportunities for the Department. The Department agreed to volunteer at the Children of Promise YLP summer enrichment program through June 2014. Children of Promise is operated by the Community Corrections Improvement Association whose mission is to support community based corrections with community involvement, acceptance and financial resources to

Sub Recommendation	Staff Recommendation	Status
	<p>The Department will work toward incorporating Street Officer participation in crime prevention activities specifically in the attendance of meetings with Immigrant Voices and the Neighborhood Centers.</p>	<p>YLP staff and kids had positive things to say about the police officers who participated in the camp. The Department hopes to continue this collaboration in the future.</p> <p>Youth who participated in Badges for Baseball, were nominated into the program by ICCSD personnel and can participate from 9th grade thru to high school graduation. They are nominated based on their leadership potential combined with emerging needs or concerns such as challenging behaviors at school or struggling with home issues. All youth who are in junior high and a part of the Children of Promise One on One Mentoring program also are invited to participate in the program. Thirty-six youth participated in the Badges for Baseball.</p> <p>Summer 2014- The Department is participating in Badges for Baseball. Forty-eight area youth are participating.</p> <p>Juneteenth Celebration June 2013- Administrative staff, patrol and investigators both on and off duty attended the <i>Juneteenth Celebration</i> at Mercer Park. Juneteenth is an annual event that celebrates the end of slavery in the United States.</p> <p>National Night Out August 2013- Three neighborhoods in Iowa City participated in the 30th Annual National Night Out (NNO) crime and drug prevention event. The events were held at Wetherby Park, Lindeman Estates, and at Sandusky & Cherry Streets. Activities included block parties, cookouts, visits from the police, contests, and youth activities. In an effort to expand this opportunity and to increase diverse participation, the Department reached out to the Center for Worker Justice asking for their participation.</p> <p>Officers participated in the parties to meet neighbors and handout safety information. Officers also handed out special gifts to children, provided by Target and Crimestoppers. National Night Out is designed to: (1) heighten crime and drug prevention awareness; (2) generate support for, and participation in, local anticrime efforts; (3) strengthen neighborhood spirit and police community partnerships; and (4) send a message to criminals letting them know neighborhoods are organized and fighting back.</p>

establish and embrace pro-active programs that break the cycle of crime.

Sub Recommendation	Staff Recommendation	Status
	<p data-bbox="663 224 1031 310">Additional outreach activities will be conducted at Forest View and Cole Trailer Courts.</p> <p data-bbox="663 347 1031 433">Encourage members of minority communities to participate in the Ride Along Program.</p>	<p data-bbox="1068 224 1919 310">Party in the Park Summer 2013- The Neighborhood Response Officer participated in the Parks & Recreation <i>Party in the Park</i> program, attending seven events.</p> <p data-bbox="1068 347 1724 407">Latino Festival August 2013- Officers attended the <i>Iowa City Latino Festival</i>.</p> <p data-bbox="1068 444 1892 602">Grant Wood Neighborhood Meeting Fall 2013- In response to concerns in the area, Neighborhood Response Officers and representatives from Housing and Inspection Services and Neighborhood Services met with the Grantwood Neighborhood Association to seek resolutions to challenges within their area.</p> <p data-bbox="1068 639 1902 829">Shop with a Cop December 2013-Officers accompanied local youth on shopping trips. Participants were able to spend one-on-one time with officers and also buy items either for themselves or their family. After the shopping trip Officers rode a school bus back to the Police Substation where youth were able to color and watch holiday movies. Santa made an appearance as well.</p> <p data-bbox="1068 867 1839 959">Other Activities December 2013- Administrative staff⁴, investigators and patrol officers attended the <i>Homeless Children’s Trust Party</i> at The SPOT.</p> <p data-bbox="1068 997 1919 1057">January/February 2014-Community Officer J. Bailey⁵ developed curriculum for the Youth Police Academy (YPA) and is researching a Cadet program.</p> <p data-bbox="1068 1094 1871 1154">Spring 2014- The curriculum for the YPA was presented to the Restorative Justice group to determine where it fits in the summer youth schedule.</p> <p data-bbox="1068 1192 1929 1284">March 2014- The Department collaborated with Southeast Junior High School to participate in a weekly 3-on-3 Basketball League with students. The program ran from Mid-March thru the end of April 2014.</p> <p data-bbox="1068 1321 1881 1349">March 2014 – Sergeant J. Bailey met with staff of the 6th Judicial District to</p>

⁴ Administrative staff would include the Chief, Captains and Sergeants.

⁵ Community Officer J. Bailey was promoted in the spring of 2014 to Sergeant, hereinafter “Sergeant J. Bailey”.

Sub Recommendation	Staff Recommendation	Status
		<p>discuss <i>Badges for Baseball</i>.</p> <p>May 2014 – Crime Prevention Officer Mebus attended a Congolese Refugee planning meeting. Crime Prevention Officer Mebus will continue to be a part of future meetings.</p> <p>June 2014 – Officers’ attended <i>Send a Kid to Camp Fundraiser</i> at New Creations International Church.</p> <p>March 2014 – The YPA will start in August. YPA will target youth between the ages of thirteen-seventeen. Crime Prevention Officer Mebus is in charge of YPA.</p> <p>June 2014- Administrative staff, patrol and investigators attended the Juneteenth Celebration at Mercer Park.</p> <p>Winter 2014- The Department has made 118 visits to schools.</p> <p><u>ONGOING.</u></p>
<p>A3. Research the viability of restructuring the Department to adopt a community policing model.</p>	<p>Continue to search for opportunities to expand community policing efforts.</p> <p>A history of participation in community policing and community relationship building will be a strong factor for consideration in employment and promotions within the Department.</p>	<p>Pedestrian Mall Time for Fine Payments Fall 2013- The Department developed a program offering regular community service hours in response to a variety of unpaid fines for violations in the Pedestrian Mall.</p> <p>Foot Patrol Outreach Fall 2013 -The Department has conducted at least 183 foot patrols since June, specifically concentrating efforts in the residential areas with higher concentrations of minority populations (This number does not include the foot patrols in the downtown or near-downtown areas). The Neighborhood Response Officer is working as a point of central contact to help identify and resolve neighborhood issues and make referrals to other City Departments when appropriate.</p> <p>A “neighborhood issues” letter was distributed to residents of the Shady Glen area (the majority of the distribution was completed in-person) providing contact information for the Neighborhood Response Officer.</p> <p>Spring 2014 – The Department has conducted at least 229 foot patrols.</p> <p>Winter 2014 – The Department has conducted 915 foot patrols.</p> <p><u>ONGOING.</u></p>

**Recommendation B:
Develop understanding between officers and the minority community.**

Sub Recommendation	Staff Recommendation	Status
<p>B1. All officers receive information /education so they are less likely to make assumptions regarding minority populations.</p>	<p>Continue to provide diversity related training opportunities.</p> <p>The Department has and will continue to ensure that diversity training is given a high priority.</p> <p>The Department has committed to participating in the <i>2013 Reducing Racial and Ethnic Disparities in Juvenile Justice Certificate</i> program at the Center for Juvenile Justice Reform at Georgetown University (September 23-27, 2013).</p> <p>The Johnson County team includes a representative from the Juvenile Court System, a District Court Judge, and the Coordinator for the Johnson County Disproportionate Minority Contact Committee.</p> <p>Additionally, the Department is working with Dave Kuker, with the Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning in an effort to identify alternatives to arrests, specifically related to low-level, public order allegations.</p>	<p>Training Bulletin Summer 2013- A training bulletin was disseminated to all officers providing information on the Committee recommendations, response and implementations of the recommendations. Additionally, the bulletin sought input from officers to identify means or programs they believe would improve the level of communication and build relationships with diverse communities.</p> <p>Police Legal Science Training (PLS) June 2013- Subject matter: Persons with disabilities who use service animals.</p> <p>July 2013- Subject matter: Americans with Disabilities Act.</p> <p>October 2013- Subject matter: Arrest and detention of foreign nationals with a focus on provisions of the Vienna Convention.</p> <p>January 2014 – Subject matter: Civil Rights Training.</p> <p>March 2014-Subject matter: Bias-Based Policing/Racial Profiling.</p> <p>Education/Training/Research Fall 2013 - Investigator K. Bailey participated in the Georgetown University <i>Juvenile Justice Certificate Program “Reducing Racial and Ethnic Disparities in Juvenile Justice”</i> and continues to work with other participants of the program to implement the Capstone Project. The Capstone Project is a collaboration between the Department, the ICCSD, and Juvenile Court Services to address the disproportionate referrals to juvenile court from the ICCSD for disorderly conduct.</p> <p>July 2013- Administrative staff participated in “<i>Creating Self-Aware & Welcoming Communities</i>”, sponsored by Diversity Focus.</p> <p>July 2013- The Department implemented the <i>Police Chaplin</i> program, which includes five Chaplin’s from different denominations across the city.</p> <p>October 2013- Administrative staff, investigators and patrol officers attended the <i>Conference on Racial Justice & Disproportionate Minority</i></p>

		<p><i>Incarceration held in Iowa City.</i></p> <p>Alternatives to Arrest The Department has been working with Dave Kuker, who is with the Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning. Mr. Kuker has been provided with random samples of juvenile arrest reports for evaluation in an effort to identify areas where police services could improve. Additionally, Mr. Kuker is researching and seeking information on successful programs that have been instituted across the country that have identified alternatives to arrests.</p> <p>Summer 2014- Department Sergeants and Investigators participated in the <i>Resolving Racial Disparities in Johnson County's Youth Serving Systems Community Forum.</i></p> <p>Winter 2015 – All Officers including Sergeants, Lieutenants, Captains and Chief will receive Cultural Competency Training conducted by Diversity Focus. <u>ONGOING.</u></p>
<p>B2. Officers need to handle situations consistently for all community members. This expectation needs to be clearly communicated and officer behavior needs to be monitored.</p>	<p>Continue to pursue the highest degree of expectations from officers.</p>	<p>Supervisors conduct in-car camera and body camera recording reviews of officer interactions in complaints alleging “use of force”. Supervisors also randomly review recordings to evaluate and address any officer behavioral concerns. <u>ONGOING.</u></p>

**Recommendation C:
Opportunities to educate the public on rights and responsibilities.**

Sub Recommendation	Staff Recommendation	Status
<p>C1. Additional education and information needs to be provided to members of the minority communities for them to gain an understanding of their rights and responsibilities.</p>	<p>Continue efforts to develop relationships with various minority communities in Iowa City.</p> <p>Recommended publishing efforts already occurring.</p> <p>The Department will actively recruit minority members of the community to participate in the Citizens Police Academy.</p> <p>The Department will expand outreach efforts by educating the public on the availability of speakers and presenters for public meetings and educational activities.</p>	<p>Summer/Fall 2013- Sergeant J. Bailey worked on the following improvements:</p> <ol style="list-style-type: none"> 1. Updating the existing Department website to highlight new and existing programs, including the new specialty position within the Department (i.e.... Neighborhood Response). The new position along with contact information was highlighted on the website and a press release was issued; 2. Highlighting the programming offered by the Department using its Facebook page and website; 3. Producing a summary handout, detailing all the Department's programming for public distribution; 4. Collaborating with the Communication's Office to create a Public Service Announcement to air on the City Channel; 5. Including an article in the Neighborhood Services Newsletters that provided information about two new grant positions in the Department. <p>September 2013- An introduction of Officer Derek Frank, assigned as Neighborhood Response Officer and Officer David Schwindt, the Downtown Liaison Officer was posted on the website and on Facebook. Both officers were also included in the Neighborhood Association Newsletters for the month.</p> <p>September 2013- Sergeant J. Bailey and Investigator K. Bailey led a panel discussion on <i>Youth Crime in the US</i>. Approximately 35 students from UAY and Kirkwood Community College participated. The event was held in the Council Chambers at City Hall. Panel topics discussed included child abuse, child sex abuse, racial disparity, violent crimes, gun crimes, the court system, prevention models, and the restorative justice model.</p>

		<p>Spring 2014- The Department will use existing electronic endeavors. The cost/benefit analysis was high due to constant updating, printing & distribution</p> <p>March 2014- Sergeant J. Bailey presented <i>Know your Rights</i> at The Spot. Approximately 40 members of the community attended. A representative from the University of Iowa Student Legal Services also presented from the defense perspective. ONGOING.</p>
<p>C2. Strengthen community partnerships with community and neighborhood organizations to provide educational opportunities, and disseminate information.</p>	<p>Continue efforts and determine ways to enhance communication efforts. The Department will work toward incorporating street officer's participation in crime prevention activities and community outreach programs.</p>	<p>Department administration met with a representative from UAY. The discussion included the Department and UAY working together toward community based collaborative projects. Specifically considering an YPA and possibly expanding youth diversion programs to include minor juvenile offenses. <u>See Recommendation Status A2 For Further Information.</u></p> <p>Summer 2013- The Department hosted two student interns from the University of Iowa Center for Diversity & Enrichment.</p> <p>March 2014-The Department met with Hispanic and Sudanese representatives from the Center for Worker Justice to address questions/concerns re: police interaction and to discuss ways to collaborate on future programs and outreach. A Department contact and brochure will be produced on what to do when you come in contact with the police.</p> <p>March 2014- Administrative staff met with Pheasant Ridge Apartments management to discuss options for neighborhood stabilization in wake of recent shootings in that area. ONGOING.</p>
<p>C3. Develop partnerships with the schools and community youth groups to implement a Police Cadet program, which introduces youth to the field of law enforcement.</p>	<p>Continue efforts with community agencies to develop a Police Cadet program.</p> <p>Develop a grant program modeled after the PIN grants to provide learning opportunities for younger residents.</p>	<p>Fall 2013- City staff is engaging with different stakeholders regarding the program and will pursue the program with stakeholders in the community in FY 14.</p> <p>Summer 2014 -The Youth Police Cadet Program was held in the summer of 2014.</p> <p>Fall 2014 - The Department is partnering with The Dream Center and Diversity Focus on the Youth Police Cadet Program for the summer of 2015. RECOMMENDATION COMPLETED.</p>

**Recommendation D:
Pending recommendations from the Human Rights Commission to the Council.**

Sub Recommendation	Staff Recommendation	Status
<p>Ad Hoc supports this recommendation:</p> <p><i>The Human Rights Commission would support the City in pursuing a municipal issued identification card, implemented in a manner to protect the safety of undocumented persons.</i>⁶</p>	<p>Review the issue and return to Council with a recommendation</p>	<p>Summer 2013 -City staff reviewed other cities and counties across the country that have implemented municipal identification cards.</p> <p>Fall 2013- City staff met with University of Iowa College of Law Associate Professor Stella Burch Elias and her students who expressed an interest in researching the implementation of a municipal identification card for the City.</p> <p>January 2014- Report on Municipal Identification Cards was submitted to Council along with a staff recommendation. Council requested the Human Rights Commission (HRC) review the report along with the staff recommendation. The HRC reviewed the report and recommended for Council to support Municipal Identification Cards (Community Identification Card-CID) and upon adoption of the CIDs for the City to formally recognize the validity of the CID.</p> <p>Fall 2014 - Johnson County is implementing a Community Identification Card. City staff are working with Johnson County on the implementation.</p>

⁶ Recommendation made December 18, 2012.

CITIZENS POLICE REVIEW BOARD (CPRB)

Recommendation A:

Increase public awareness of the CPRB and the process by which one could file a CPRB complaint.

Sub Recommendation	Staff Recommendation	Status
A1. Distribute literature regarding the CPRB in the community so that information is readily available to the public.	<p>Continue to provide updated and pertinent information to the public regarding the CPRB.</p> <p>Access to relevant information will be improved on the City website and promoted.</p>	<p>September 2013 - Information was updated following passage of the amended ordinance, by-laws, and standard operating procedures by Council.</p> <p>Fall 2013- Information is being distributed in multiple locations, with ongoing exploration of more locations and use of social media.</p> <p>Spring 2014- Brochures translated into Spanish and being formatted at printers. Awaiting final review. Translations in Korean and Chinese still pending.</p> <p>Fall 2014 – Brochures in Spanish are available. Translations into additional languages have been placed on hold while the City explores whether to continue use of the word “citizen.”</p>
A2. Prepare a video to be shown to a variety of local organizations and on the City Cable Channel.	<p>City staff will develop a public information video regarding the CPRB. City staff will then air the video on City Channel 4 and online. The video will be recorded in a way that allows for the reuse of the video at different points in the future.</p>	<p>Summer 2013 - In conjunction with the Cable Division an educational video on the CPRB will be produced.</p> <p>Spring 2014- Video production is completed. The video is currently being edited.</p> <p>Fall 2014 – Video is completed. RECOMMENDATION COMPLETED.</p>
A4. The Human Rights Coordinator should serve as an assistant and provide education about the process when a complaint has been received. The Human Rights Coordinator will send a letter to the person filing the complaint to offer support	<p>The Equity Director is available to provide information to the complainant about the CPRB process and to assist the complainant in understanding the process. It is not recommended that the Equity Director participate in the</p>	<p>Fall 2013- The Equity Director provides information to the complainant about the CPRB investigative process.</p>

throughout the investigative process. The Human Rights Coordinator will be available to address any questions or concerns that the complainant may have and will extend an invitation to accompany them in the interview with the Police Department.	complainant's interview with the Police Department as the Equity Director should not be put in the actual or perceived position of advocating for the complainant.	<u>RECOMMENDATION COMPLETED.</u>
A5. It is recommended for the City Manager to participate in the interview with the Police Department and the officer(s) involved in the allegation.	The City Manager will participate in the interview process with the officer(s) involved in a CPRB allegation. The participation by the City Manager will be reviewed in two years to ensure the practice is producing its intended result.	Fall 2013- The City Manager is participating in the interviews with the involved officer(s) on CPRB complaints. <u>TO BE REVIEWED IN THE SUMMER OF 2015 PER STAFF COMMENT.</u>
A6. The complainant will be offered an exit survey.	Develop a survey tool for the complainant to fill out at the end of the CPRB investigative process.	Fall 2013 – A complainant has the option of filling out a survey after the investigation is complete and a decision has been rendered. <u>RECOMMENDATION COMPLETED.</u>
A7. Terms for the CPRB should be limited to two four-year terms.	The Council should determine if changes to terms are necessary.	Fall 2013 - The Council recommended no change. <u>RECOMMENDATION COMPLETED.</u>

**Recommendation B:
Pending recommendations from the CPRB to the Council.**

Sub Recommendation	Staff Recommendation	Status
B1. Change the name from the Police Citizens Review Board to Citizens Police Review Board. ⁷	Staff recommends an ordinance change if the desired outcome is a name change.	Fall 2013 – Name changed. <u>RECOMMENDATION COMPLETED.</u>
B2. To remove the language regarding formal mediation within the City Code and from the Standard Operating Procedures. ⁸	Staff recommends an ordinance change.	Fall 2013 - Language regarding formal mediation within the city code and from the standard operating procedures has been removed. <u>RECOMMENDATION COMPLETED.</u>
B3. No change in the CPRB's 45-day reporting period as it may impact the time to process a complaint. ⁹	Staff recommends an ordinance change.	September 2013 - Changes made in ordinance and standard operating procedures by Council reflect the 90 day reporting period. <u>RECOMMENDATION COMPLETED.</u>

⁷ Recommended June 12, 2012.

⁸ Recommended June 12, 2012.

⁹ Recommended change to 90-days from the CPRB October 9, 2012



Department: Transportation Services

Summary: The Committee identified assorted policies, practices and procedures and generated recommendations to address diversity related matters.

**Recommendation A:
Should work on providing additional transit options.**

Sub Recommendation	Staff Recommendation	Status
A1. Sunday service options assessing the free downtown shuttle as a potential revenue route to offset additional bus services or researching how to develop a free shuttle service in other areas.	Develop a report to outline Sunday service options to include costs, estimated rides and alternative transportation solutions. This will be submitted in a report as a part of a system wide evaluation.	Fall 2013- Transportation Services is in the process of evaluating different transit models as part of a system wide approach to providing public transit. This includes evaluating differences between City wide services vs. demand driven services. Sunday service, Saturday and evening expansion as well as route start times are being evaluated as a part of this process. Summer 2014- Report is in the process of being sent to the Council for its review. Winter 2014 – Report is completed and is scheduled for a Council Work Session. RECOMMENDATION COMPLETED.
A2. Expand times on Saturday.	Evaluate service needs for Saturdays. This will involve a community outreach piece to gather feedback on transportation needs. This will be submitted in a report as a part of a system wide evaluation.	Summer 2014- Alternative models are being evaluated for providing transportation on night and weekends. This includes voucher programs for employment transportation. Winter 2014 – Report is completed and is scheduled for a Council Work Session. RECOMMENDATION COMPLETED.
A3. Increase start times for weekday services, specifically for certain routes and service areas where there are swing shifts such as the Heinz Road area. Further suggests that Transit contact management of the businesses in that area to survey the busing	Enhance outreach efforts to businesses along Heinz Road and industrial areas in Iowa City to evaluate needs of businesses. Information received will develop the outline of proposed solutions/recommendations for	Fall 2013- Transportation Services is compiling a list of businesses along Heinz Road, Scott Blvd., and other major employers in that area to determine transit needs and evaluating service models. Spring 2014 – Initial discussions with businesses in industrial areas will be completed by June 2014. Winter 2014 – Report is completed and is scheduled for a Council Work

Sub Recommendation	Staff Recommendation	Status
needs of employees.	any necessary service enhancements.	Session. <u>RECOMMENDATION COMPLETED.</u>
<p>A4. Recommend the central bus facility use an atomic clock to sync its clocks. Transit is placing a clock at the downtown interchange that syncs with a clock posted on BONGO and the City website. This would allow drivers and riders to routinely sync their watches, etc. with transit time.</p>	<p>The purchase and installation of an atomic clock for the downtown interchange is underway. Once installed, a policy will be implemented for drivers to routinely display the time.</p>	<p>Fall 2013-Transportation Services has installed a digital atomic clock in the interchange. Plans are underway to incorporate time display on BONGO monitors throughout Iowa City, Coralville and the University of Iowa campus.</p> <p>Spring 2014 – Only 50% of monitors have the capability to display the atomic clock time. Transportation Services is working with the University of Iowa’s Information Technology Department (ITD) to upgrade remaining monitors.</p>

Recommendation B:

Look into alternative ways to notifying the public about acceptable behavior and procedures while riding the bus.

Sub Recommendation	Staff Recommendation	Status
<p>B1. Recommend creating a document/pamphlet outlining the procedure followed by the Department when there is an incident on the bus. This information should be displayed on the bus, website, downtown interchange, and at area schools.</p>	<p>Transportation Services is in the process of developing a brochure outlining proper conduct for users of the transit system. This will be coordinated with the City Attorney's Office for review and be implemented with the assistance of the Communication's Department.</p>	<p>Summer 2014- Presentations have been conducted at United Action for Youth (UAY). Document is currently being translated into languages other than English including Spanish and Mandarin. The finished materials will be provided to the Iowa City Community School District (ICCS) at the beginning of each semester as well as incorporated into outreach presentations.</p> <p>ONGOING.</p>
<p>B2. Create youth liaisons by partnering with local schools to find students in leadership roles to help drivers with incidents involving other youth. Youth liaisons can be rewarded with free bus passes and/ or other incentives to help maintain order on the bus during school times. Youth liaisons would be trained in peer mediations and de-escalation techniques and bus safety protocols. Youth liaisons should be current youth riders.</p>	<p>Transportation Services will engage the ICCSD to discuss mechanisms to dispense information about behavior, safety, regulations and policies related to use of the public transit. This will include grades K-12.</p>	<p>Fall 2013- Transportation Services will be reaching out to the ICCSD to develop a protocol for distribution of materials and presentation of transportation related information.</p> <p>Fall 2013- Transportation Services staff has been in discussions with ICCSD administration to outline goals for the outreach program. The first outreach presentation is planned for the middle of February, 2014 and will reach out to students in grade school, middle school and high school. The presentation will also be part of the orientation held with students in the Youth Empowered to Serve (YES) program sponsored by Johnson County.</p> <p>Spring 2014- Two presentations at Shimek Elementary have been completed and presentations at Longfellow Elementary are scheduled. Presentations have been provided to Hoover Elementary 3rd Graders and thirty-one youth who are participating in the YES program. Will continue to engage with youth groups and the public.</p> <p>ONGOING.</p>

**Recommendation C:
Increase community outreach efforts.**

Sub Recommendation	Staff Recommendation	Status
<p>C1. Create a video with local youth/community members that explain how to appropriately use transit services.</p>	<p>Develop a media campaign to promote and educate community members on the use of public transit. This will include school age users as well as other age groups.</p>	<p>Fall 2013 - Transportation Services is reaching out to younger riders to develop an informational video on the expectations when using public transportation. The video outline has been completed.</p> <p>Spring 2014 - This is scheduled to be completed in the summer of 2014 for dissemination in the fall of 2014.</p> <p>Fall 2014 – Looking for ways to encourage student participation in the video.</p>
<p>C2. Provide an interactive informational kiosk at the downtown interchange.</p>	<p>Include this idea as a part of the upcoming City Downtown Streetscape Project (CDSP).</p>	<p>Fall 2013- Transportation Services has been monitoring the progress of CDSP to implement an interactive kiosk.</p> <p>Spring 2014 – Transportation Services is working with the University of Iowa ITD on mechanism for the display.</p>
<p>C3. Connect with local schools, neighborhood associations, etc., to inform the community of ongoing changes and improvements in transit services.</p>	<p>Develop a transit outreach program to include neighborhoods, schools, social service agencies, the Senior Center and other area businesses.</p>	<p>Fall 2013 – Transportation Services staff will reach out to ICCSD’s administration.</p> <p>Spring 2014 - Two presentations at Shimek Elementary have been completed. Presentations have been scheduled for Longfellow Elementary. Scheduling at Grant Wood Elementary is pending.</p> <p>Fall 2014 – Presentations to groups of youth at UAY. ONGOING.</p>
<p>C4. Recommend Department staff participate in ongoing culturally and linguistically appropriate diversity trainings.</p>	<p>Transit is in the process of setting up a training program with the National Transit Institute (NTI) to provide transit specific diversity training. This will be ongoing training.</p>	<p>Fall 2013- Transportation Services staff has been in communication with the NTI trainer responsible for this program. NTI has indicated that a joint training between Iowa City, Coralville & Cambus can be accommodated.</p> <p>Summer 2014- Training took place in May 2014. Six total sessions were held. The training was entitled <i>Building Diversity Skills in the Transit Workplace</i>.</p> <p>Winter 2014 – Scheduling a customer service training for the spring/summer of 2015. ONGOING.</p>
<p>C5. Recommends the Department create a survey addressing current transportation needs of the</p>	<p>Develop a survey mechanism to evaluate the transit system including current gaps in</p>	<p>Winter 2013- The survey is completed and is currently being translated into languages other than English. Once translations are complete the survey will be distributed online, through the neighborhood committees, on the bus and on</p>

Sub Recommendation	Staff Recommendation	Status
<p>community. Specifically, the Committee recommends questions assessing:</p> <ul style="list-style-type: none"> ○ Community needs for Sunday and extended Saturday service. ○ Community needs for extending service both AM & PM on weekdays. ○ Assessing needs for low- income areas ○ Broad outreach and publicizing of survey. <p>In addition, consideration must be made for individuals not able to access the survey electronically (access to hard copy) and translation needs for different languages and email distribution.</p> <p>Note: This survey needs to be implemented and analyzed in 2013. Subsequent surveys should be completed every two years. All survey results should be accessible to the general public.</p>	<p>transportation services and future needs as it relates to public transit. This will be done in cooperation with the Metropolitan Planning Organization of Johnson County. The survey will be distributed in multiple formats in an effort to maximize access. These formats will include, web, neighborhood committees, mailings and hard copies distributed on the bus. Hard copies will be made available in multiple languages to provide access to those that have limited English proficiency. Transportation Services is also interested in investigating the implementation of a “Mind Mixer” type system for collecting input from the community.</p>	<p>the City website. Copies will also be available at City Hall, Transportation Services Office, Iowa City Public Library, Senior Center and Neighborhood Centers.</p> <p>Spring 2014- Communication’s staff is working on producing hard copies for distribution. Electronic version of survey is available on Survey Monkey. The link is available on the City website. Distribution of hard copies will commence in the near future.</p> <p>Fall 2014 – Survey should begin distribution in February 2015.</p>

**Recommendation D:
Improve overall environment of Downtown Interchange and high volume bus stops/shelters.**

Sub Recommendation	Staff Recommendation	Status
<p>The Committee proposes the Department work on providing additional transit needs as specified below:</p> <ul style="list-style-type: none"> ○ Pursue additional seating in downtown interchange. ○ Increase number of shelters. ○ Increase frequency of maintaining bus stops (e.g. litter, overall appearance). 	<p>Create a Transit Facility Plan to include current amenities, outline of future installations (short and long term) and establish a maintenance plan document for ongoing maintenance.</p>	<p>Fall 2013- Transportation Services has implemented a weekly condition assessment as a part of its maintenance plan. The plan includes evaluation of damage, replacement of worn parts and weekly routine cleaning and upkeep. Transportation Services also monitors the conditions of the interchanges and shelters to address maintenance/safety concerns.</p> <p>Spring 2014 -Discussions with Old Capital Mall staff for additional seating for bus passengers is ongoing. Two bus shelters have been added. Two additional sites are currently being evaluated. Upgraded amenities at bus stop locations will be ongoing.</p> <p><u>ONGOING.</u></p>

**Recommendation E:
Improving communication between other transit services in Iowa City/Coralville vicinity.**

Sub Recommendation	Staff Recommendation	Status
<p>The Committee proposes the Department work on providing additional transit needs as specified below:</p> <ul style="list-style-type: none"> ○ Establish radio communication with the other transit services in order to provide transfer options. ○ Trip planner to include all local transit services and assist riders to travel throughout the Iowa City/Coralville area. ○ Review current services for streamlining and/or duplication of services with other transit services. ○ Consideration should be given to social and cultural needs when making changes to the transit system. 	<p>Continue ongoing communications with Coralville, Cambus and Johnson County to continue to find ways to improve communications, coverage and efficiencies as it relates to providing public transit services to the community.</p> <p>Plans are in process for the next evolution of BONGO to include a trip-planner function for utilizing Iowa City, Coralville or University of Iowa transit systems.</p>	<p>Fall 2013- Transportation Services staff has been investigating mechanisms to establish a communication plan with Coralville Transit. Staff representatives from Iowa City, Coralville, and Cambus have met with University of Iowa ITD staff to establish a timeline for development and implementation of a trip planner system to be incorporated into the BONGO website. The three transit agencies are putting together time point data for all bus stops within the community.</p> <p>Spring 2014- Coralville transit is on a different radio system and currently unable to cross over. Trip planner is 90% complete. Iowa City and Coralville have all data entered and are working out the bugs. Cambus has completed 80% of their route information. Links have been developed on the BONGO website as well as the mobile application that will go live when the Trip Planner is complete. This will have a soft roll out in June 2014 and will be ready for the fall 2014 semester.</p>

Mechanism used to report out.

Sub Recommendation	Staff Recommendation	Status
<p>Recommend for the City Manager to provide an annual report to the City Council and the public concerning the status of law enforcement, public transportation, and other City services or programs as these City services relate to the needs and concerns of the City's racial/ ethnic minority, immigrant, juvenile, elderly, disabled, poor, veteran, and other special populations. This annual report of the City Manager shall be called "The City of Iowa City Annual Equity Report."</p>	<p>The "Diversity Implementation Form (DIF)" will be the reporting mechanism for the diversity recommendations. The DIF will be provided annually. The reports cited in the staff response will be provided together annually, with the DIF.</p>	<p>Fall 2013- The annual equity report that will be provided to the Council regarding various reports under the context of diversity is in the planning stages.</p> <p>Spring 2014- Reports are being gathered and the report is currently being drafted.</p> <p>Summer 2014- 2013 Equity Report released August 28, 2014. <u>ONGOING.</u></p>

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City of Iowa City



CITY OF IOWA CITY

Equity Report 2013

eq·ui·ty: \ 'e-kwə-tē\

1. Just and fair inclusion. An equitable society is one in which all can participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change.

Prepared by:

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Equity Director
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Iowa City, IA 52240

Please send any comments concerning the 2013 Equity
Report to humanrights@iowa-city.org

*The definition of equity is from Policy Link. Policy Link is a national research and action
institute that advances economic and social equality. For more information please visit
www.policylink.org.*

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SECTION I: Introduction

Background

City Council Members & Structure

Terminology

Demographics

BACKGROUND

On May 15, 2012 the Council passed a resolution of intent to establish an ad hoc committee to study City law enforcement and transportation operations as they relate to minority populations with a view toward promoting just and harmonious interaction between local government and minority segments of the community. On June 19, 2012 the Council passed a resolution establishing the Ad Hoc Diversity Committee.¹

DIVERSITY COMMITTEE MEMBERS:

Bakhit Bakhit (resigned 1/31/13)

Kingsley Botchway, Chair

Joe Dan Coulter

Donna Henry (resigned 9/17/12)

LaTasha Massey-DeLoach (started 9/24/12 replacing Donna Henry)

Cindy Roberts (Vice Chair)

Orville Townsend, Sr.

Joan Vanden Berg

The Diversity Committee held 22 meetings from September 2012-March 2013 and hosted several public information gathering sessions that specifically sought input from historically underrepresented groups in the community including persons of color and individuals from the immigrant community. The public information gathering sessions were held at the Iowa City Public Library, Pheasant Ridge Neighborhood Center, West High School, Hy-Vee (Waterfront location), City High School, and The Spot². The Diversity Committee also did outreach to minority youth in the area to get a better understanding of their views and beliefs concerning City operations with emphasis on the Police Department and Transportation Services. In addition, the Diversity Committee spoke with staff of City Departments and Divisions to discuss City policies, services, operations and programs. The City Manager, City Attorney, and City Clerk, staffed the meetings.

The Diversity Committee concluded that the City could improve its services, programs and operations as they relate to minority populations and developed a set of recommendations for the Council to consider. One of the recommendations requested the City to provide an annual report to the Council and the public on the status of law enforcement, public transportation, and other City services or programs as these services relate to the needs and concerns of the City's racial/ethnic minority, immigrant, juvenile, elderly, disabled, poor, veteran, and other special populations. The Diversity Committee's last meeting was held on March 4,

¹ Source: Resolutions 12-260 & 12-320.

² See <https://www.facebook.com/pages/The-Spot/214255521969364>.

2013. The recommendations were presented to the Council in a March 7, 2013 Information Packet and at a Council Work Session held on April 9, 2013.³ City staff reviewed and offered feedback on the recommendations from the Diversity Committee as requested by the Council. Council accepted staff recommendations on June 18, 2013 and requested that staff provide the Council with annual updates regarding progress on the recommendations as adopted and produce an annual report on equity. The recommendations are outlined in the Diversity Implementation Form or DIF. The DIF is reviewed and updated quarterly by the DIF Team.⁴ The DIF Team includes representation from the following departments: Police, City Attorney, City Clerk, City Manager, Transportation Services, Human Rights and Communications.

The reports approved by Council for staff to include in the annual Equity Report are: the Human Rights Commission Annual Report, the Police Department Traffic Stop Demographics by Age, Race and Sex, the Police Department Youth Report, the Police Department School Visit Report, the Johnson County Incarceration Report,⁵ the Police Department School Incident Location Report, the Police Department Arrest Report by Charge, Race, Gender, and Age, the Police Department Incident Based Reporting Report, the Police Department Discipline Summary Report, the Human Resources Department EEO4 Report, the Human Resources Department Employee Statistics, and the Police Citizens Review Board Annual Report.⁶ All reports provide data from the calendar year 2013 unless otherwise noted.

³ Source: Resolution No. 13-217.

⁴ Source: Resolution No. 13-217.

⁵ This report was replaced with the Iowa City Police Department Arrest Report by Charge, Race, Gender and Age (January 1, 2013-December 31, 2013). The Johnson County Incarceration Report references all law enforcement agencies within Johnson County.

⁶ Based on a recommendation from the Ad Hoc Diversity Committee the Police Citizens Review Board name was changed in the fall of 2013 to Citizens Police Review Board. This report will hereinafter refer to it as the Citizens Police Review Board or the CPRB.

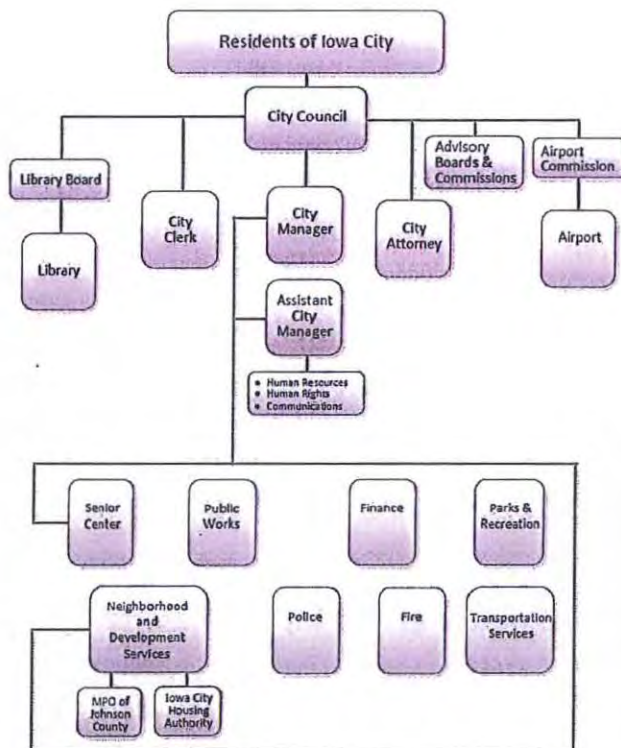
CITY COUNCIL MEMBERS & STRUCTURE

Iowa City is governed by an elected Council of 7 members: 4 Council members at large and 3 District members.⁷ As a body of elected officials



the Council establishes local laws, sets policy, approves programs, and appropriates funds. As elected representatives, the Council is responsible to all of the residents of Iowa City, and as such devotes its energies to making decisions which are in the best interest of the public welfare. Each Council member serves a four-year term, while the Mayor is elected by the Council from within its membership and serves a two-year term. The organizational structure of

the city government is of the City Council-City Manager form.



The Council appoints the City Manager, City Attorney and City Clerk. The City Manager is the chief administrator for the City. The City Manager implements policy decisions of the Council and enforces City ordinances. In addition, the City Manager appoints and directly supervises the directors of the City's operating departments and supervises the official conduct of City employees including their training, compensation, reclassification, discipline and discharge.⁸

⁷ Pictured this page 2014 City Council (L to R) front row: Kingsley Botchway (At-large), Matt Hayek (Mayor), Jim Throgmorton (District C), Rick Dobyns (District A). Second row: Susan Mims (Mayor Pro Tem), Terry Dickens (District B), Michelle Payne (At-large).

⁸ Source: City of Iowa City Council Candidate Handbook, May 2013; Strategic Plan Report, 2012-2013.

TERMINOLOGY

Cultural Competency: Is a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations. 'Culture' refers to integrated patterns of human behavior that include the language, thoughts, communications, actions, customs, beliefs, values, and institutions of racial, ethnic, religious, or social groups. 'Competence' implies having the capacity to function effectively as an individual and an organization within the context of the cultural beliefs, behaviors, and needs presented by consumers and their communities.⁹

Diversity: Refers to human qualities that are different from our own and those of groups to which we belong; but that are manifested in other individuals and groups. Dimensions of diversity include but are not limited to: age, ethnicity, gender, physical abilities/qualities, mental abilities/qualities, race, sexual orientation, educational background, geographic location, income, marital status, military experience, parental status, religious beliefs, work experience, and job classification. Diversity as a concept focuses on a broader set of qualities than race and gender. In the context of the workplace, valuing diversity means creating a workplace that respects and includes differences, recognizing the unique contributions that individuals with many types of differences can make, and creating a work environment that maximizes the potential of all employees.¹⁰

Ethnic Group: A group of people who share a common religion, color, or national origin. Irish-Americans, Mexican-Americans, German-Americans, Italian-Americans, Hindus, Moslems, and Jews are examples of ethnic groups. Some members of ethnic groups participate in the customs and practices of their groups, while others do not.¹¹

Inclusive Community: Does everything that it can to respect all its residents, gives them full access to resources, and promotes equal treatment and opportunity.¹²

Minority: The smaller part of a group; a group within a country or state that differs in race, religion or national origin from the dominant group. According to Equal Employment Opportunity Commission guidelines, in the United States minority is used to mean four particular groups who share a race, color or national origin. These groups are:

- American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community;

⁹ Citing: *Toward a Culturally Competent System of Care*, Cross, T. et al (1988, 1989).

¹⁰ Citing: <http://hr.fhda.edu/diversity/>.

¹¹ Citing: <http://www.archives.gov/eo/terminology.html>.

¹² Citing: <http://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/inclusive-communities/main>.

- Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa;
- Black (except Hispanic). A person having origins in any of the black racial groups of Africa;
- Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.¹³

Race: The term race refers to the concept of dividing people into populations or groups on the basis of various sets of physical characteristics (which usually result from genetic ancestry).¹⁴

¹³ Citing: <http://www.archives.gov/eo/terminology.html>.

¹⁴ Citing: http://www.diffen.com/difference/Ethnicity_vs_Race.

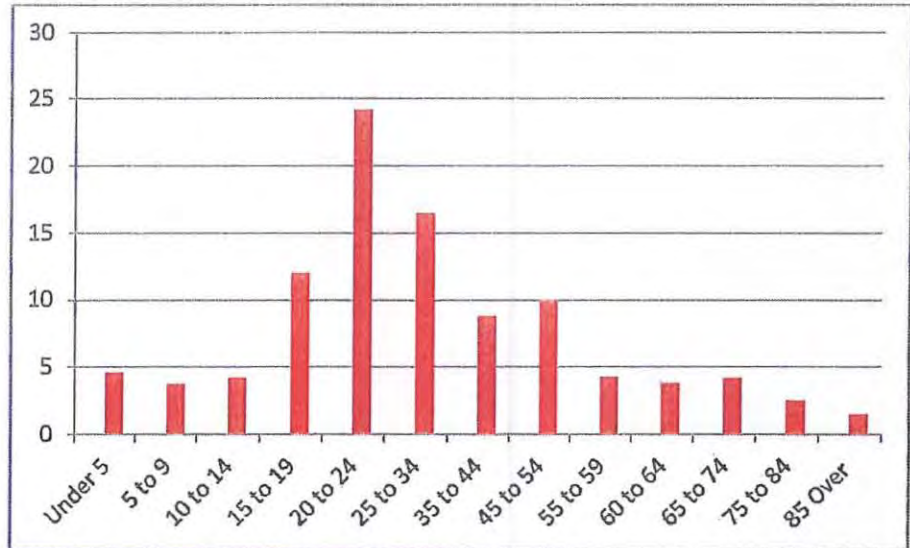
IOWA CITY DEMOGRAPHICS

POPULATION, SEX & AGE

Iowa City's population was 67,862 in 2010.¹⁵ The estimated population for 2013 was 71,591.¹⁶ The median age in 2010 in Iowa City was 25. There were slightly more females (50.3%) residing in Iowa City in 2010 than males.¹⁷

BREAKDOWN OF AGE¹⁸

Under 5	4.6%
5 to 9	3.7%
10 to 14	4.2%
15 to 19	12%
20 to 24	24.2%
25 to 34	16.5%
35 to 44	8.8%
45 to 54	9.9%
55 to 59	4.3%
60 to 64	3.8%
65 to 74	4.2%
75 to 84	2.5%
85 & Over	1.5%



PLACE OF BIRTH

The number of Iowa Citizens born outside the United States was estimated at 7,814 persons or 11.4% between the years of 2008-2012. Of this number 1.26% were born in Europe, 6% in Asia, 2% in Africa and 1.88% in Latin America.¹⁹

LANGUAGE SPOKEN AT HOME

Over 16% of the Iowa City population spoke a language other than English at home from 2008-2012. Asian and Pacific Islander languages were the highest at 5.19%, Spanish second at 4.79%, other Indo-European languages was third at 4.10%, followed by other at 2.37%.²⁰

Historical Language Spoken	Number of Persons	Percent of Total Population
Spanish	1,308	4.79%
Other Indo-European	1,120	4.10%
Asian & Pacific Islander	1,417	5.19%
Other Languages	647	2.37%

¹⁵ Source: US Census 2010 Data.

¹⁶ Source: Iowa City, Iowa QuickFacts from the US Census Bureau 2014.

¹⁷ Based on ACS 2008-2012 Data.

¹⁸ Based on ACS 2008-2012 Data.

¹⁹ Source: US Census 2008-2012 Data.

²⁰ Based on ACS 2008-2012 Data.

EDUCATIONAL LEVEL

The percentage of persons 25 years of age or older with a high school diploma or higher is 95.6% in Iowa City. The percentage of persons 25 years of age or older with a Bachelor’s Degree or higher is 58.5% in Iowa City. Statewide, the percentages are estimated at 90.7% & 25.3% respectively. ²¹

VETERAN & DISABILITY STATUS

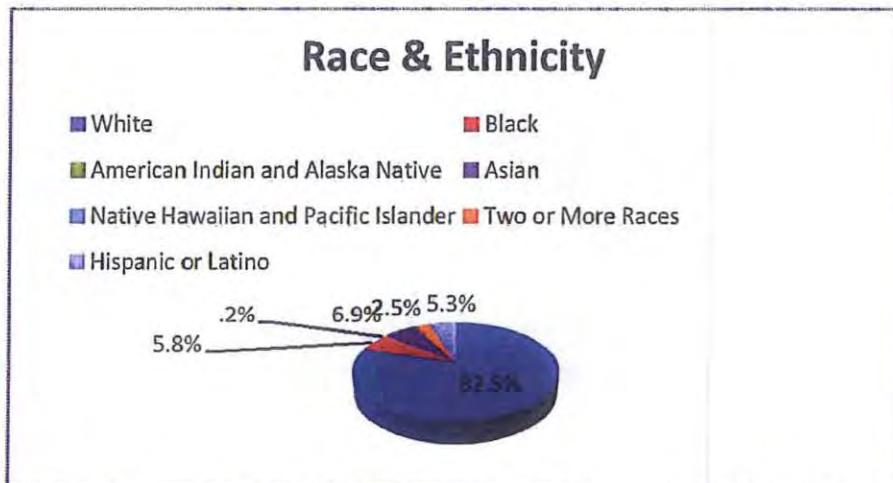
2,842 veterans resided in Iowa City from 2008-2012. Individuals with disabilities were numbered at 5,218 or 7.7% of the Iowa City population from 2008-2012. ²²

SOCIAL CHARACTERISTICS²³

	Iowa City	State of Iowa
Married Couple Family	33.4% or 9,116	52% or 635,714
Average Household Size	2.24	2.41
Average Family Size	2.87	2.96
Householder Living Alone	35.6%	28.6%

RACE & ETHNICITY

In 2010, 82.5% of Iowa City’s population identified as White, 5.8% Black or African American, 0.2% American Indian and Alaska Native, 6.9% Asian, 0% Native Hawaiian and Pacific Islander, 2.5 % individuals of two or more races²⁴, and 5.3% Hispanic or Latino. ²⁵



²¹ Source: US Census Bureau. American Factfinder 2008-2012 Data.

²² Based on ACS 2008-2012 Data & Iowa City, Iowa QuickFacts from the US Census Bureau 2014.

²³ Source: US Census Bureau. American Factfinder 2008-2012 Data.

²⁴ Individuals who chose more than one of the six race categories are referred to as the *Two or more races* population, or as the group who reported *more than one race*. For example, respondents who reported they were “White **and** Black or African American” or “White **and** American Indian and Alaska Native **and** Asian” would be included in the *Two or more races* category. Citing <http://www.census.gov/prod/2001pubs/c2kbr01-6.pdf>.

²⁵ Source: US Census 2010 Data.

INCOME

The median household income from 2008-2012 was at \$42,220 (State of Iowa \$51,129).²⁶ Individuals below the poverty level from 2008-2012 was at 27.9% (State of Iowa 12.2%).²⁷

MEDIAN HOUSEHOLD INCOME BY RACE & ETHNICITY²⁸

RACE	IOWA CITY	IOWA	U.S.
Black	\$19,233	\$26,607	\$35,564
American Indian, Alaska Native	\$22,214	\$29,484	\$37,469
Asian	\$37,375	\$57,596	\$71,709
White	\$44,163	\$52,137	\$56,203
Native Hawaiian & Other Pacific Islander	\$22,214		
Hispanic or Latino	\$44,319	\$38,780	\$41,994

LOW & MODERATE INCOME AREAS

The following table presents information regarding low and moderate income (LMI) persons in Iowa City. LMI persons, as determined by The Department of Housing and Urban Development (HUD), have incomes at or below 80% of the median family income (MFI).²⁹ HUD defines an LMI census tract or block group as one in which 51% or more of the population have incomes of 80% or less of the MFI. According to these criteria, 13 of the city's populated census block groups qualify as LMI areas. In Iowa City, the number of LMI persons includes university students who are living away from home while attending college (i.e., living in Iowa City for the purpose of attending college). The census counts these individuals in the location of their "usual residence." Usual residence is the place where a person lives and sleeps most of the time. This place is not necessarily the same as the person's voting residence or legal residence. Also, non-citizens who are living in the U.S. are included, regardless of their immigration status.³⁰ Details on the LMI status of each census block group appear in the following tables.³¹

²⁶ Among communities where college students make up at least 10 percent of the population, median household income would be 6 % higher on average if student households were excluded. Source: *A Study in Poverty, or How College Towns Skew Census Data*. See <http://www.policyblognh.org> for further information.

²⁷ Source: US Census Bureau. American Factfinder 2008-2012 Data.

²⁸ Based on ACS 2008-2012 Data.

²⁹ Iowa City FY 15 Annual Action Plan Neighborhood and Development Services.

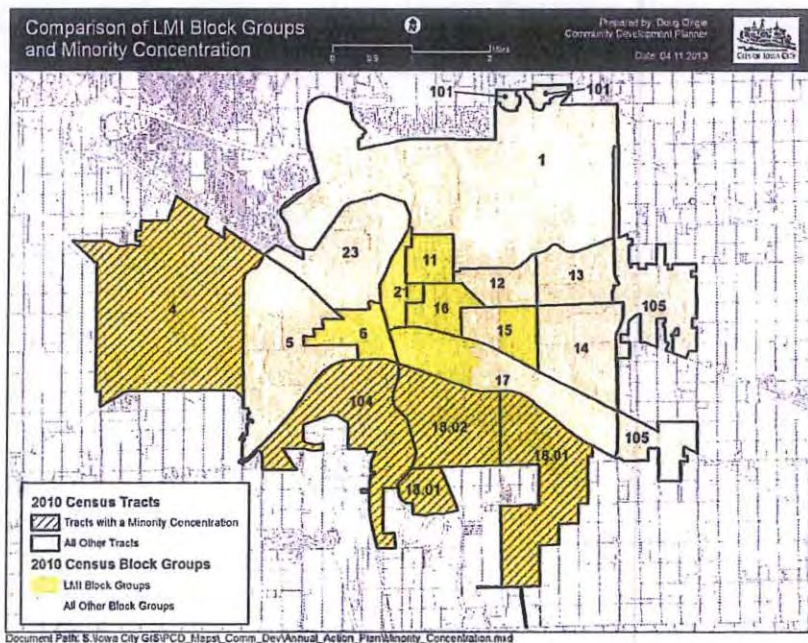
³⁰ Iowa City FY 15 Annual Action Plan Neighborhood and Development Services.

³¹ Iowa City FY 15 Annual Action Plan Neighborhood and Development Services.

LOW/MODERATE INCOME PERSONS BY BLOCK GROUP, 2009

Census Tract	Block Group	Number of LMI Persons	Percent LMI Persons	Census Tract	Block Group	Number of LMI Persons	Percent LMI Persons
1 (part)	1	684	28%	15	2	448	38.8%
1 (part)	2	916	46%	16	1	2,874	81.6%
4 (part)	1	2,886	54.3%	16	2	2,747	96.7%
5 (part)	1	0	0%	17 (part)	1	340	35%
5 (part)	2	2,449	42.2%	17 (part)	2	279	38.4%
6	1	2,163	71.1%	17 (part)	3	691	56.2%
11	1	1,191	74%	18 (part)	1	2,184	57%
11	2	1,534	84.1%	18 (part)	2	1,866	57.4%
12	1	241	28.3%	21	1	27	100%
12	2	326	32.5%	21	2	1,091	90.3%
13	1	315	17.7%	23	1	354	40.1%
13	2	284	20.5%	23	2	796	50.7%
14 (part)	1	177	26.5%	23	3	0	0%
14 (part)	2	519	31.7%	104 (part)	4	699	60.5%
14 (part)	3	866	39%	105 (part)	1	188	23.4%
15	1	760	52%	Iowa City	--	29,895	53.2%

Note: Data includes all city residents.³²



³² Source: US Department of Housing and Urban Development as appeared in Iowa City FY 15 Annual Action Plan Neighborhood and Development Services.

Population by Race, Hispanic Origin by Census Tract, 2010

Census Tract	Total Population	Persons of One Race										Persons of Two or More Races		Persons of Hispanic Origin	
		White		Black		Am. Indian/Alaskan Native		Asian/Pacific Islander		Other		#	%	#	%
		#	%	#	%	#	%	#	%	#	%				
1 (part)	5,816	4,846	83.3%	172	3.0%	12	0.2%	358	6.2%	262	4.5%	166	2.9%	526	9.0%
4 (part)	6,566	4,167	63.5%	704	10.7%	14	0.2%	1,394	21.2%	82	1.2%	205	3.1%	208	3.2%
5 (part)	6,134	4,929	80.4%	307	5.0%	15	0.2%	657	10.7%	70	1.1%	156	2.5%	249	4.1%
6	3,001	2,322	77.4%	171	5.7%	7	0.2%	402	13.4%	29	1.0%	70	2.3%	109	3.6%
11	3,934	3,577	90.9%	77	2.0%	9	0.2%	155	3.9%	28	0.7%	88	2.2%	140	3.6%
12	1,928	1,830	94.9%	26	1.3%	4	0.2%	39	2.0%	10	0.5%	19	1.0%	59	3.1%
13	3,006	2,753	91.6%	74	2.5%	6	0.2%	73	2.4%	31	1.0%	69	2.3%	76	2.5%
14 (part)	4,587	3,988	86.9%	329	7.2%	18	0.4%	103	2.2%	44	1.0%	105	2.3%	146	3.2%
15	2,553	2,304	90.2%	126	4.9%	9	0.4%	35	1.4%	17	0.7%	62	2.4%	73	2.9%
16	7,267	6,631	91.2%	139	1.9%	14	0.2%	288	4.0%	51	0.7%	144	2.0%	221	3.0%
17 (part)	2,814	2,480	88.1%	153	5.4%	1	0.0%	35	1.2%	57	2.0%	88	3.1%	144	5.1%
18 Block 1	4,601	3,216	69.9%	736	16.0%	6	0.1%	218	4.7%	281	6.1%	144	3.1%	529	11.5%
18 Block 2	3,790	2,490	65.7%	634	16.7%	12	0.3%	210	5.5%	291	7.7%	153	4.0%	632	16.7%
21	3,784	3,299	87.2%	102	2.7%	4	0.1%	271	7.2%	24	0.6%	84	2.2%	159	4.2%
23	4,510	3,943	87.4%	92	2.0%	7	0.2%	330	7.3%	48	1.1%	90	2.0%	176	3.9%
104 (part)	475	376	79.2%	28	5.9%	1	0.2%	3	0.6%	51	10.7%	16	3.4%	120	25.3%
105 (part)	3,096	2,853	92.2%	42	1.4%	5	0.2%	137	4.4%	19	0.6%	40	1.3%	60	1.9%
Iowa City	67,862	56,004	82.5%	3,912	5.8%	144	0.2%	4,708	6.9%	1,395	2.1%	1,699	2.5%	3,627	5.3%

Source: U.S. Census 2010 Summary

SECTION II: Analysis of Reports

Human Rights Commission

Police Department

Human Resources

Citizens Police Review Board

Demographics of Boards & Commissions



HUMAN RIGHTS COMMISSION

The Iowa City Council established the Human Rights Commission on August 20, 1963. Original members were Moni Constantino, Reverend Father Lawrence Soem, Emit Trott, S. Strauss, Helen Lemme, Irene Kenney, and Richard Sidwell. Iowa City was the third city in Iowa to create a board to specifically look at unfair treatment and discrimination. The City of Des Moines established the first Commission in the state of Iowa in 1955 followed by Davenport in 1962.³³

Currently the Commission is a 9 member advisory board to the Council. The Commissioners, all committed to civil rights, reflect a broad cross section of the community, thus ensuring diversity of ideas and interests.³⁴ In the appointment process consideration is given to individuals of various racial, religious, cultural, social and economic groups within the City. The Commission educates the public on illegal discrimination, and provides the enforcement necessary to further the goals of the Human Rights Ordinance.³⁵

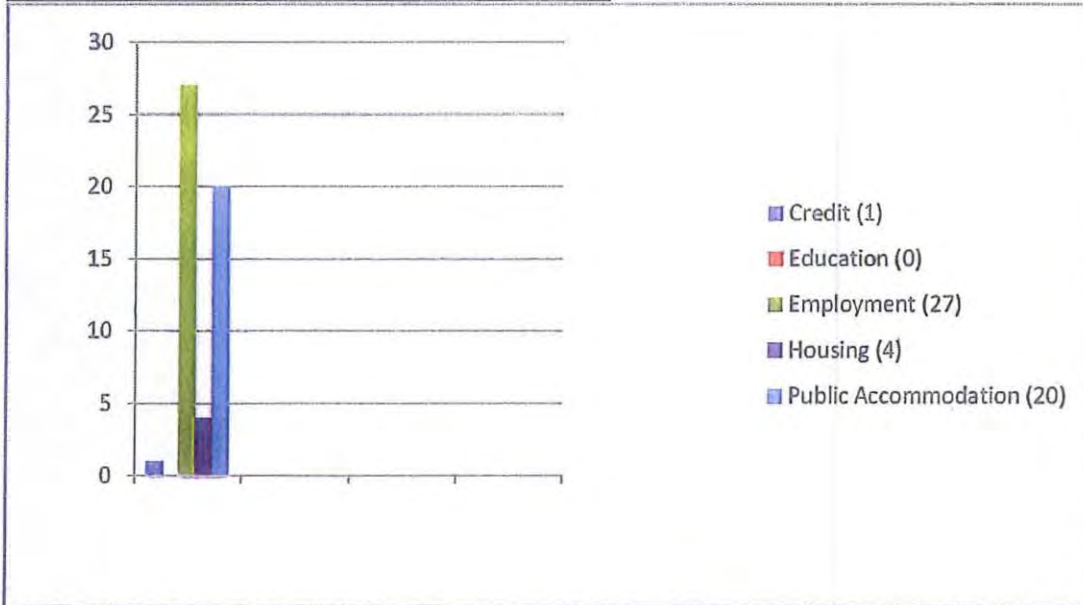
Commission staff investigates complaints alleging discrimination in violation of the Human Rights Ordinance. The Commission staff includes 1 full-time Human Rights Coordinator and 1 full-time Human Rights Investigator. Commission staff also provides learning experiences to University of Iowa College of Law students each semester in the form of internships.

³³ Source: Council Minutes Regular Meeting of September 3, 1963.

³⁴ FY 14 Human Rights Commission Annual Report will be available for viewing in the fall of 2014.

³⁵ Source: Human Rights Ordinance (Title 2 City Code).

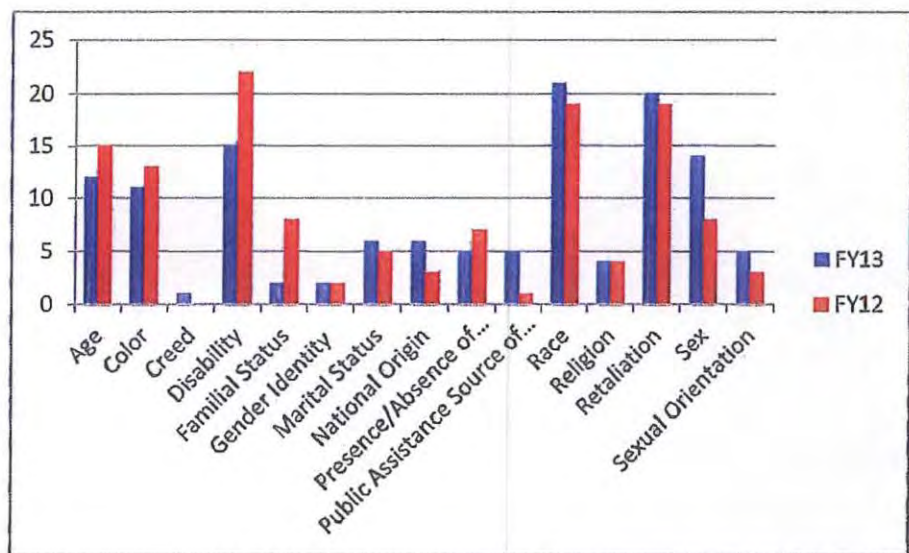
FY 13 COMPLAINTS BY AREA OF DISCRIMINATION



Employment is the area most cited for where the alleged discriminatory conduct took place with a total of 27 filed complaints in FY 13. Public Accommodation followed with 20, Housing with 4, and Credit with 1. In FY 12 Employment (30) was also the most cited area for the alleged discrimination followed by Housing (14), Public Accommodation (12), and Education (0).

In FY 13 the reason for the alleged discriminatory treatment is most often cited as race at 21, followed by disability at 15, and sex at 14. In FY 12 the reason most cited for the alleged discriminatory treatment was disability (22), followed by race (19), and age (15).

**FY 12 & FY 13
COMPLAINTS BY REASON
FOR DISCRIMINATION**



FY 13 COMPLAINT RESOLUTIONS

Of the 52 complaints filed in FY 13, 5 were mediated, 9 were found to have no probable cause, 9 were administratively closed, and 3 were closed for lack of jurisdiction. Not all complaints filed within FY 13 were resolved by the end of that fiscal year creating the difference in numbers between those opened and closed. In FY 12 there were 59 complaints filed.

FY 13 COMPLAINANT DEMOGRAPHICS³⁶

Age:		National Origin:		Race/Ethnicity:	
Over 21	21	American	6	White	16
Over 60	8	Chilean	1	Black/African-American	13
		Honduran	1	American Indian	1
		Belgian	1	Hispanic	3
				Asian	2
Sexual Orientation:		Sex:			
Homosexual	1	Female	15		
		Male	19		
Marital Status:		Disability:			
Single	2		6		

³⁶ This information is provided voluntarily; therefore not all complainants provide the information requested. Those who do may not answer all questions, resulting in the responses not equaling total number of complaints filed.

POLICE

The Police Department responds to citizen-generated requests for service; investigates reports of criminal offenses and provides tours, talks, and various public/community relations services. The Department consists of two divisions:

Administrative Services

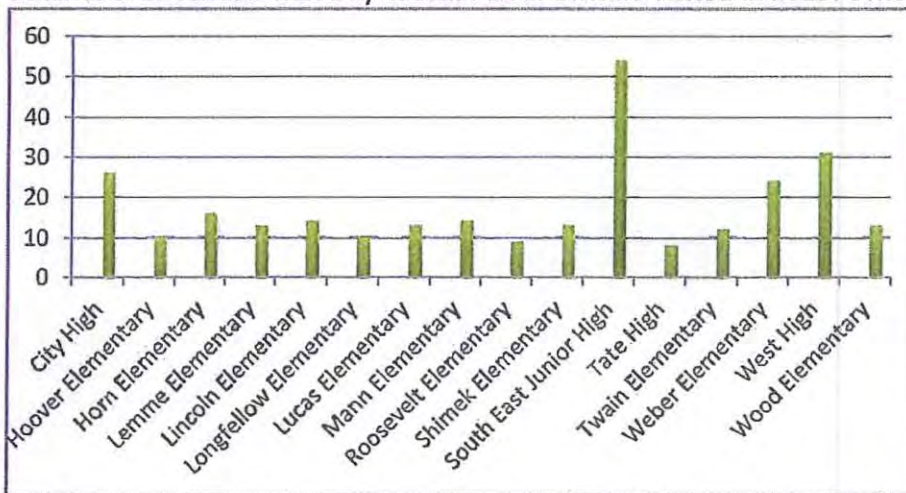
Administrative Services is responsible for the Records Division, Computer Operations, Planning and Research, Training and Accreditation, Evidence Custodian, School Crossing Guards, budgetary fiscal management, and vehicle fleet.

Field Operations

Field Operations includes the Patrol and the Investigative Divisions. The largest section within the department is Patrol and each of the three shifts is led by a Watch Commander. The Investigative Unit is responsible for preparing criminal cases for prosecution that the Patrol Division refers or does not have time to devote adequate follow-up. Subsections of the Investigative Unit include Street Crimes Action Team (SCAT) and Narcotics Task Force Officers.³⁷

COMMUNITY OUTREACH

The Police Department initiates various community engagement activities. One such activity to promote positive community relationships is to make visits to local schools. The above chart outlines area schools that Day Watch Patrol Officers visited in 2013. Officers are encouraged to



interact with students during these visits. A total of 312 school visits occurred. Southeast Junior High had the most community engagement with Day Watch Patrol Officers at 55 total visits, followed by West

High School at 31. Tate High and Roosevelt Elementary had the least visits at 8 and 9 respectively.³⁸

³⁷ Source: City of Iowa City Council Candidate Handbook, May 2013.

³⁸ The Police Department's diversity related engagements, activities and meetings within the last year are noted in the DIF.

CALLS FOR SERVICE JUNIOR & SENIOR HIGH SCHOOLS IN 2013

School	Number of Total Calls for Service	Primary Reason for Calls for Service	Number of Calls for Primary Reason	Secondary Reason for Calls for Service	Number of Calls for Secondary Reason
City High	178	Alarm/Burglary	20	Out for Invest/Follow up ³⁹	16
West High	165	Theft	20	Narcotics	11
Tate High	51	Theft & Juv/General ⁴⁰ & Narcotics ⁴¹ (tie)	6 each total 18	Dist/Fight In Progress	5
South East Junior High	68	Juv/General	10	911 Hang Up	8

CALLS FOR SERVICE ELEMENTARY SCHOOLS IN 2013

School	Number of Total Calls for Service	Primary Reason for Calls for Service	Number of Calls for Primary Reason	Secondary Reason for Calls for Service	Number of Calls for Secondary Reason
Wood	127	Alarm/Burglary	14	Suspicious/Act/Pers/Veh & Extra Patrol Requested ⁴² (tie)	10 each total 20
Horn	90	Tr/School Patrol ⁴³	68	Assault & Juv/General & Test EMS (tie)	3 each total 9
Weber	59	Tr/School Patrol	19	Extra Patrol Requested & F1 EMS ⁴⁴	6
Lucas	58	911 Hang Up	9	Medical Response Law ⁴⁵	6
Roosevelt	53	Juv/General	20	Missing/Juvenile	5
Hoover	49	F1 Info	8	E1 Med Gen Code 3 ⁴⁶	6
Longfellow	48	Tr/School Patrol	11	Juv/General	10
Lincoln	47	Tr/Schoo	22	F1 Info ⁴⁷	4

³⁹ Follow-up or further investigation on a pre-existing case.

⁴⁰ Involves a juvenile but not for a specific case.

⁴¹ Narcotics found and requesting service.

⁴² Request for extra patrol. For example, criminal mischief has been reported in the area.

⁴³ Extra patrol for speeders.

⁴⁴ Code used for any medical care call.

⁴⁵ Code used when responding to call for medical care.

⁴⁶ Code used by Fire Department when responding to need for medical care.

⁴⁷ Code used by Joint Emergency Communications Center for information only no response is needed.

		Patrol			
Twain	40	Tr/School Patrol	6	Animal/Call General	5
Shimek	27	Alarm/Burglary	7	Info/All Other Info ⁴⁸ & Tr/School Patrol (tie)	4 each total 8
Mann	20	911 Hang Up	5	Suspicious/Act/Pers/Veh	3

The demographic information on total minority population at a particular school within the Iowa City Community School District shows Grant Wood Elementary (Wood) as the largest total minority percentage with 70.2%, followed by Kirkwood Elementary at 64.72%, Tate High School at 60.43%, and Mark Twain Elementary (Twain) at 60.23%.⁴⁹

Enrollment % by Student Ethnic Background 2013/14

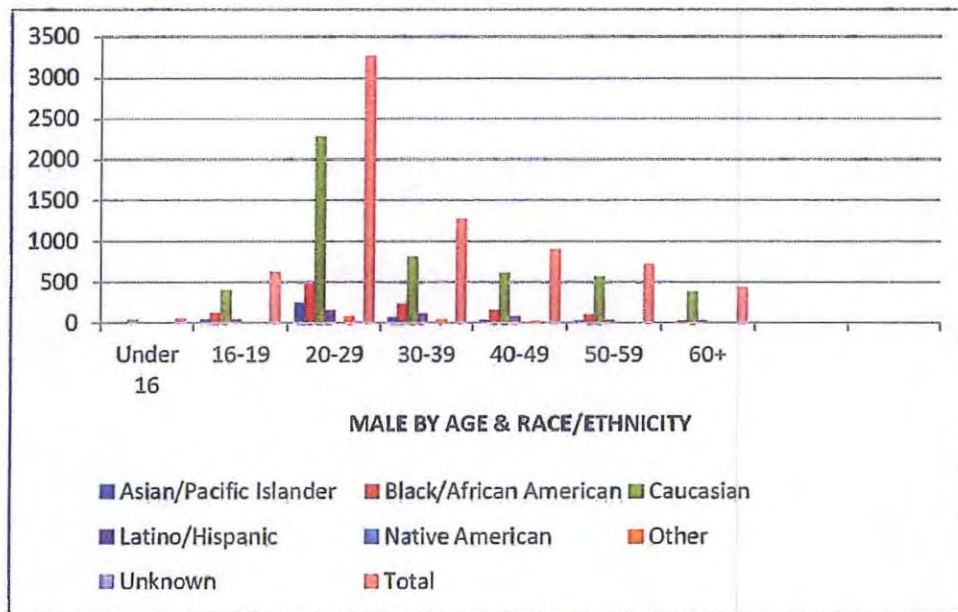
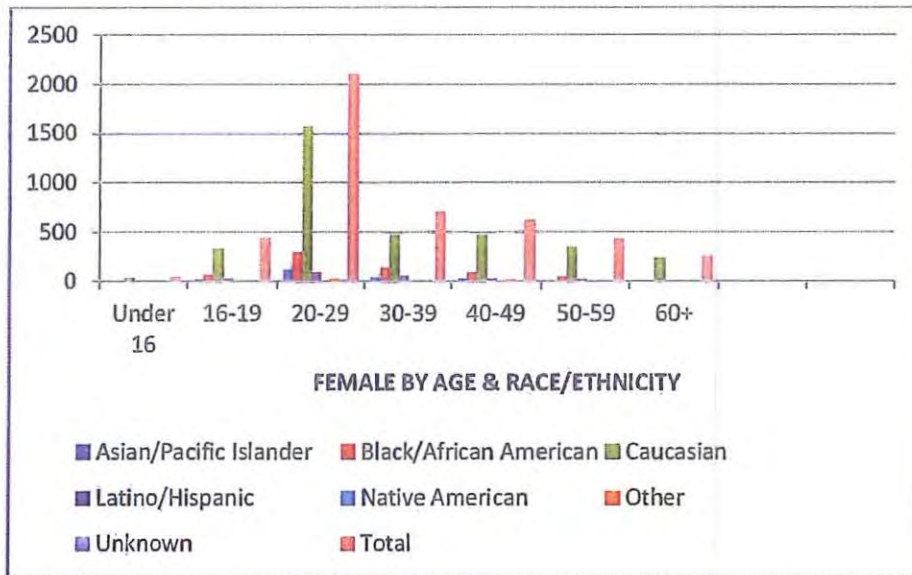
Building	European American %	Total	Minority %
City High	66.95%	1555	33.05%
West High	70.02%	1951	29.98%
Tate High	39.57%	139	60.43%
South East	59.92%	781	40.08%
Hoover	79.66%	349	20.34%
Horn	60.47%	468	39.53%
Lemme	74.44%	399	25.56%
Lincoln	70.39%	233	29.61%
Longfellow	85.71%	315	14.29%
Lucas	50.23%	428	49.77%
Mann	52.11%	261	47.89%
Shimek	88.33%	240	11.67%
Twain	39.77%	352	60.23%
Weber	56.77%	495	43.23%
Wickham	78.26%	483	21.74%
Wood	29.79%	564	70.21%
District Total	65.40%	13170	34.65%

⁴⁸ Information only.

⁴⁹ Enrollment % by Student Ethnic Background 2013/14 provided by the Iowa City Community School District on June 16, 2014.

TRAFFIC STOPS BY AGE, RACE/ETHNICITY & SEX IN 2013

In 2013 drivers were more likely to be stopped by the police if between the ages of 20-29 regardless of gender or race/ethnicity. A driver was least likely to be stopped if over the age of 60 for any race/ethnicity or gender.



Overall Caucasian females and males constitute the largest number of drivers stopped for all age categories. However, disproportionality exists if you look at the total number of female drivers stopped (4577) by the total number of Black/African American female drivers stopped (618). Black/African American female drivers were 13.5% of all females stopped. Black/African

American male drivers when compared to the total number of male drivers stopped represent 14.9%; Black/African American male drivers compared to all drivers stopped represent 9.1%.⁵⁰

Total Number of Black/African Amer. Female Drivers Stopped	618	Total Number of Black/African Amer. Male Drivers Stopped	1088
Total Number of Female Drivers Stopped	4577	Total Number of Male Drivers Stopped	7260
Percentage of Black/African Amer. Female Drivers Stopped to Total Number of Female Drivers Stopped	13.5%	Percentage of Black/African Amer. Male Drivers Stopped to Total Number of Male Drivers Stopped	14.9%
Total Number of Drivers Stopped	11,837	Total Number of Drivers Stopped	11,837
Percentage of Black/African Amer. Female Drivers Stopped to Total Number of Drivers Stopped	5.2%	Percentage of Black/African Amer. Male Drivers Stopped to Total Number of Drivers Stopped	9.1%

ENFORCEMENT ACTIVITIES

In 2013 the Police Department responded to 424 calls for service specifically classified as juvenile related complaints. This number does not encompass all juvenile related calls for service, as the original call for service may not have been classified as involving juveniles. In 2012 police responded to 386 complaints. In 2011 police responded to 437 calls classified as juvenile complaints. In 2010 police responded to 386 juvenile complaint calls for service. In 2013 the Grantwood and Wetherby neighborhoods had the highest numbers of juvenile related complaints with 51 each.

⁵⁰ Hispanic or Latino male drivers represent 5.8% of all male drivers stopped which could indicate disproportionality. It is unclear given the percent margin of error on the 2010 US Census for Hispanic or Latino, Asian/Pacific Islander male drivers between the ages of 20-29 are 7.3% of the male drivers stopped within that age category. It is unclear given the percent margin of error on the 2010 US Census for Asian/Pacific Islanders whether disproportionality exists. See Analysis of Impediments to Fair Housing Choice 2014, p.35 citing US Census Bureau American Factfinder.

TOP 6 NEIGHBORHOODS FOR JUVENILE RELATED COMPLAINTS IN 2013

Neighborhood	2013	2012	2011	2010
**Grantwood	51	65	95	83
**Northwest ⁵¹	30	38	33	22
**Wetherby	51	35	36	29
*Southeast ⁵²	24	27	28	12
*Downtown	33	26	39	62
*Miller Orchard	33	15	07	13

*Designates LMI Block Groups, ** LMI Block Groups and Tracts with a Minority Concentration.⁵³

The most common crime juveniles were charged with in 2013 was Theft 5th Degree, with 86 charges. In total there were 407 criminal charges referred to Juvenile Court in 2013, compared to 485 in 2012, 459 charges in 2011 and 467 charges in 2010.

JUVENILE CURFEW CONTACTS

The Juvenile Curfew Ordinance prohibits persons under designated ages from being in any public place between set hours. The focus of this ordinance is to address the issue of unsupervised juveniles becoming the victim of a crime and/or becoming involved in problems during the overnight hours. The month with the most contacts in 2013 is June, with 8; there were no contacts for curfew violations in October or November. Contacts occurred in the Downtown area most often with 10 contacts followed by 7 contacts in the Grantwood neighborhood. Twenty-two of the 31 juveniles cited/warned by the police for curfew violations were not residents of Iowa City.

⁵¹ Northwest refers to the Bartelt/Westwinds/Robert Road area.

⁵² Southeast is designated by anything south of Court Street, east of Muscatine Avenue, west of Scott Boulevard, and north of Highway 6.

⁵³ LMI individuals include university students who are living away from home while attending college (i.e., living in Iowa City for the purpose of attending college). The census counts these individuals in the location of their "usual residence." Usual residence is the place where a person lives and sleeps most of the time. This place is not necessarily the same as the person's voting residence or legal residence. Also, non-citizens who are living in the U.S. are included, regardless of their immigration status. Among communities where college students make up at least 10 percent of the population, median household income would be 6 % higher on average if student households were excluded. Source: *A Study in Poverty, or How College Towns Skew Census Data*. See <http://www.policyblognh.org> for further information.

JUVENILE CURFEW CONTACT DEMOGRAPHICS IN 2013

	CITATIONS	WARNINGS	TOTAL
Contacts	30	1	31
Male	21	1	22
Female	9	0	9
White	26	0	26
Black	4	1	5
White/Hispanic	3	0	3
Other/Asian	0	0	0
Unknown	0	0	0

The majority of youth cited in 2013 for violating the Curfew Ordinance were Caucasian males at 21 total. The overall number of youth cited including male and female is 30. Black youth were cited 4 times in 2013 representing about 13% of the whole. Hispanic youth were cited 3 times representing 10% of the whole. The numbers for Black and Hispanic youth indicate an overrepresentation or disproportionately that needs to be monitored over several years to determine trends.

OVERALL ARRESTS BY RACE/ETHNICITY & GENDER IN 2013

Total Number of Arrests=6,405

Total by Race

White=	4,419
Black=	1,867
Asian/Pacific Islander=	84
American Indian/Alaskan=	9
Unknown=	26

Total by Gender

Male=	5,000 ⁵⁴
Female=	1,405
Unknown=	0

Totals by Ethnicity

Hispanic=	553
Non-Hispanic=	5,804
Unknown=	48

Totals by Race & Gender

White Male=	3,517
White Female=	902
Black Male=	1,389
Black Female=	478

Totals by Age Group

Age 0-17=	425
Age 18-25=	3,702
Age 26-35=	1,171
Age 36-45=	466
Age 46-55=	468
Age 56 or Older=	171

Asian/PI Male=	63
Asian/PI Female=	21
Ameri.Ind/Alsk. Male=	9
Ameri.Ind/Alsk. Female=	0
Unknown Male=	22
Unknown Female=	4

PERCENTAGE OF TOTAL ARRESTS BY RACE/ETHNICITY IN 2013

White=	69%
Black=	29%*
Asian/Pacific Islander=	1%
American Indian/Alaskan=	.0%
Unknown=	.0%
Hispanic=	9%*

*Disproportionality to race/ethnic population for Iowa City.

⁵⁴ The percentage of all males arrested (nearly 80%) is disproportionate to the male population for Iowa City which is at 49.7%.

LIST OF TOP 5 OFFENSES CHARGED BY RACE/ETHNICITY IN 2013

White

Offense	Black	White	Hispanic	Asian/Pac.Isl.	Amer.Ind./Alsk.
Public Intoxication	132	790	90	6	2
Possession of Alcohol Under the Legal Age	22	388	22	7	0
Operating While Under the Influence	75	334	42	8	0
Disorderly House	32	240	12	4	1
Theft 5th	160	233	37	2	0

Black

Offense	Black	White	Hispanic	Asian/Pac.Isl.	Amer.Ind./Alsk.
Driving While License Under Suspension	162	190	59	7	0
Theft 5 th	160	233	37	2	0
Public Intoxication	132	790	90	6	2
Disorderly Conduct	96	102	17	2	0
Possession Marijuana	93	182	26	4	0

Asian/Pacific Islander

Offense	Black	White	Hispanic	Asian/Pac.Isl.	Amer.Ind/Alsk
Operating While Under the Influence	75	334	42	8	0
Driving While License Under Suspension	162	190	59	7	0
Domestic Abuse Assault	62	72	19	7	0
Possession of Alcohol Under the Legal Age	93	182	26	7	0
Public Intoxication	132	790	90	6	2

American Indian/Alaskan Native

Offense	Black	White	Hispanic	Asian/Pac.Isl.	Amer.Ind/Alsk
Public Intoxication	132	790	90	6	2
Assault Causing Injury	39	42	10	2	1
Assault on a Police/Fire/EMT Personnel	6	9	1	0	1
Criminal Trespass	73	77	5	0	1
Disorderly House	32	240	12	4	1
Interference	85	130	20	4	1
Possess Open Container in Public Place	21	111	5	1	1
Simple Assault	36	40	6	0	1

Hispanic

Offense	Black	White	Hispanic	Asian/Pac.Isl.	Amer.Ind./Alsk
Public Intoxication	132	790	90	6	2
Driving While License Under Suspension/Canceled	162	190	59	7	0
Operating While Under the Influence	75	334	42	8	0
Theft 5 th	160	233	37	2	0
Possession Marijuana	93	182	26	4	0

LIST OF TOP 5 INCIDENT BASED REPORTINGS IN 2013⁵⁵

The 5 most incident based reports were for Simple Assault, Drug/Narcotic Violations, Destruction/Damage/Vandalism to Property, Theft from Building, Shoplifting and Burglary/Breaking & Entering. Crimes with no incident based reports for 2013 were Assisting or Promoting Prostitution, Bribery, Murder/Non-Negligent Manslaughter, Negligent Manslaughter, Operating Gambling, Pornography/Obscene Material and Purse Snatching. Group A Crimes are identified and defined by the federal government as major crimes. The Police Department is required to provide these statistics yearly to the federal government.

GROUP A CRIMES	2013	2012
Simple Assault	543	497
Drug/Narcotic Violations	543	423
Destruction/Damage/Vandalism to Property	542	581
Theft From Building	483	406
Shoplifting	403	415
Burglary/Breaking & Entering	357	420

INTERNAL DISCIPLINE SUMMARY

In 2013 the Police Department investigated 26 complaints, alleging 55 conduct violations of its officers.⁵⁶ These complaints were investigated through the formal Internal Affairs process. Eleven of the internal investigations were initiated externally,⁵⁷ either through a complaint filed directly with the Police Department or through the CPRB. These complaints alleged 28 conduct violations. The investigations by the Police Department found 6 allegations to be

⁵⁵ The National Incident Based Reporting System (IBRS) is an incident-based reporting system in which agencies collect data on each single crime occurrence. Source: http://www.fbi.gov/about-us/cjis/ucr/frequently-asked-questions/nibrs_faqs.

⁵⁶ Two complaints with a total of 10 allegations were administratively rejected by the CPRB because they were filed after the 90 day deadline.

⁵⁷ External complaints start from a source outside the Police Department. External complaints can be filed verbally, through the Police Department complaint form, or with the CPRB complaint form.

unfounded⁵⁸ and 4 to be not sustained.⁵⁹ Ten allegations were not sustained, 2 were exonerated⁶⁰ and 4 were unfounded. None of these allegations resulted in any discipline. One complaint was lodged against 2 non-sworn police personnel alleging 2 conduct violations. Both allegations were sustained⁶¹ resulting in one letter of reprimand and one 2 day suspension.

Fifteen of the internal investigations were initiated internally by Police Staff. These investigations alleged 24 conduct violations. Three other conduct violations were identified during externally generated complaints. One allegation was not sustained. One was withdrawn and the investigation suspended when the officer decided to retire prior to the start of the investigation. The other 25 were sustained-noncriminal.⁶² This resulted in 7 written warnings, 2 letters of reprimand, and 6 suspensions for a total of 18 days. Two investigations were conducted on the same officer and that officer resigned prior to any discipline in either case. The 1 not sustained allegation did not result in any discipline. The types of investigations follow in the chart below.

TYPES OF CONDUCT INVESTIGATIONS IN 2013

Differential Treatment	Violation of Civil Rights
Violation of Evidence Handling	Negligent Taser Discharge
Harassment	Failure to Supervise
Missed Court	Improper Arrest
Improper Action	Improper Demeanor
Insubordination	Use of Force
Assault	Denial of Medical Care
Failure to Body Camera	Improper Conduct
Withholding Evidence	Failure to Complete Report
Property/Evidence Collection	Failure to Record Car Recorder

In 2013 the Department received 32 external verbal complaints. The 32 external complaints differ from the internal complaints and/or complaints filed directly with the Department in that these complaints are considered “informal.” The person reporting the alleged conduct is notifying the Department of behavior they believe should be reported but are not expecting personal notification or follow up from the Department as to outcome. The complaints are handled by a Watch level and are documented with a Report of Inquiry.⁶³ Complaints ranged from minor general order violations like rudeness to failure to secure a residence after completing a search warrant.

⁵⁸ The investigation indicates that the act(s) complained of did not occur or did not involve police personnel.

⁵⁹ The investigation fails to discover sufficient evidence to clearly prove or disprove the allegation(s) made in the complaint.

⁶⁰ The complained of act(s) did occur, but were justified, lawful, and proper.

⁶¹ The investigation disclosed sufficient evidence to clearly prove the allegation(s) made in the complaint.

⁶² An example of “sustained-noncriminal” would be a department policy violation.

⁶³ When possible and appropriate a minor issue with an Officer is handled by their immediate supervisor. These minor issues are documented on a Report of Inquiry form and sent to the Captains for review.

In 2013 Supervisors and Officers reported 53 internal violations. The complaints, which are handled on a Watch level, are documented with a Report of Inquiry. The violations ranged from failure to activate a car recorder to improper handling of evidence.

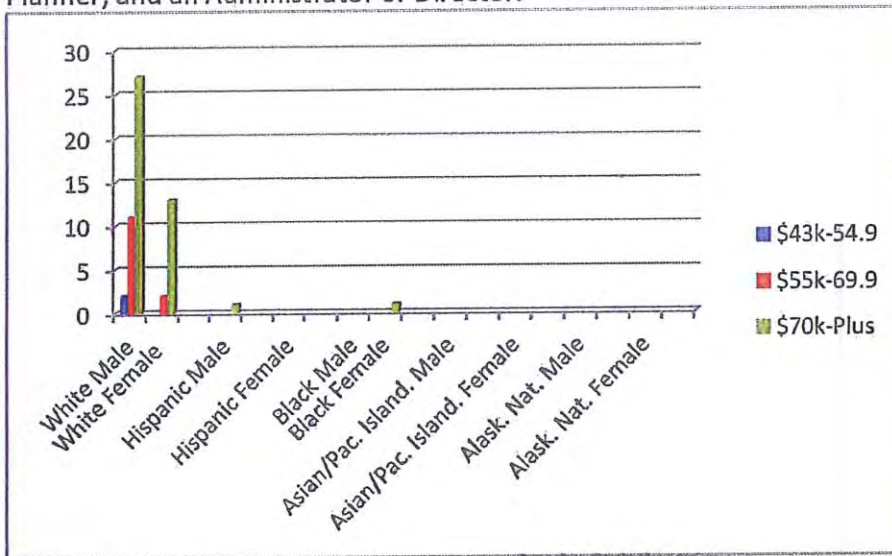
HUMAN RESOURCES/PERSONNEL

Human Resources administers a full range of personnel services to all City departments, including employee recruitment and selection, employee compensation plans and benefits, personnel policies and practices, employee training, collective bargaining contract administration, maintenance of personnel records, and a variety of supportive services to employees. The City of Iowa City is the 8th largest employer in Iowa City.⁶⁴

ANNUAL SALARIES OF CITY EMPLOYEES BY RACE/ETHNICITY, GENDER & CLASSIFICATION⁶⁵

OFFICIALS and ADMINISTRATORS

Jobs classified as Officials and Administrators include Senior Building Inspector, a Senior Planner, and an Administrator or Director.

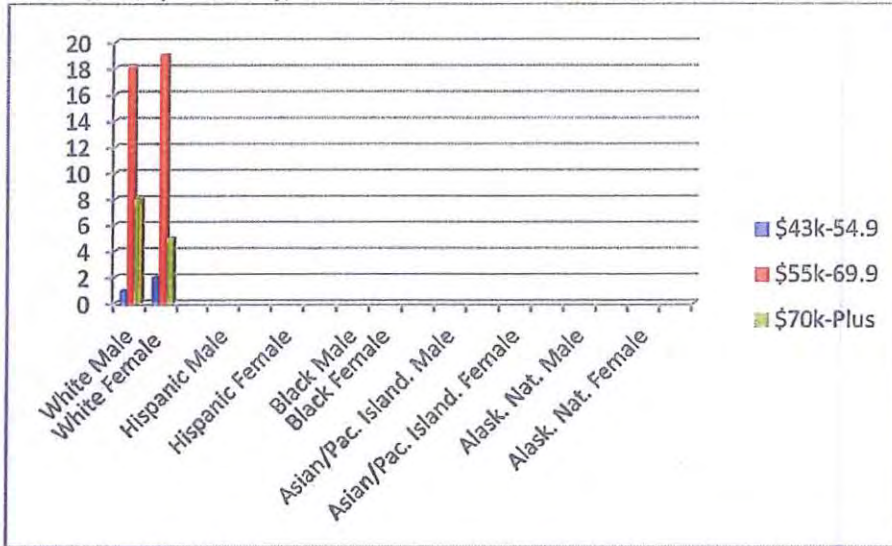


⁶⁴ Source: City of Iowa City Council Candidate Handbook, May 2013; Iowa City Area Development (ICAD).

⁶⁵ Data on salaries is from June 30, 2013.

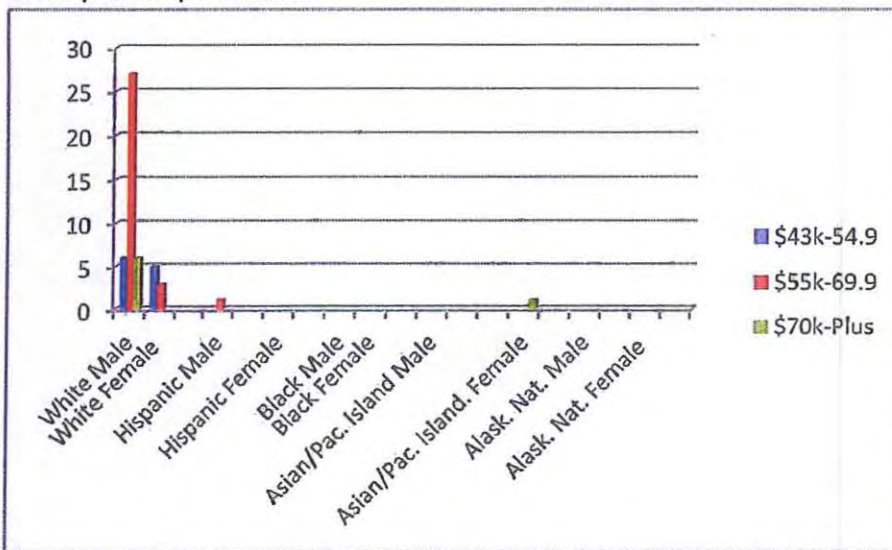
PROFESSIONALS

Jobs included within the class of Professional are Librarians I & II, a Program Specialist, an Assistant City Attorney, a Battalion Chief or Police Lieutenant.



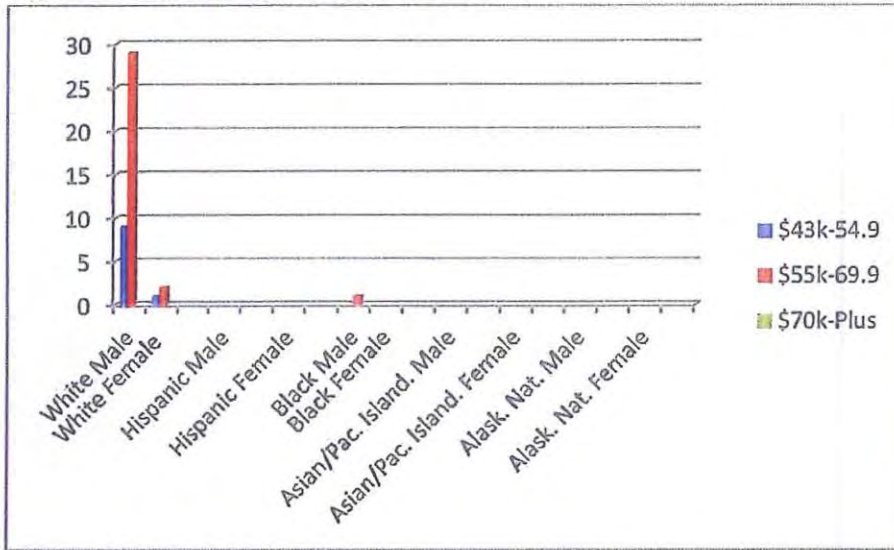
TECHNICIANS

Technician positions include ITS Support Specialists, Systems Engineers, Police Sergeants and Library Web Specialists.



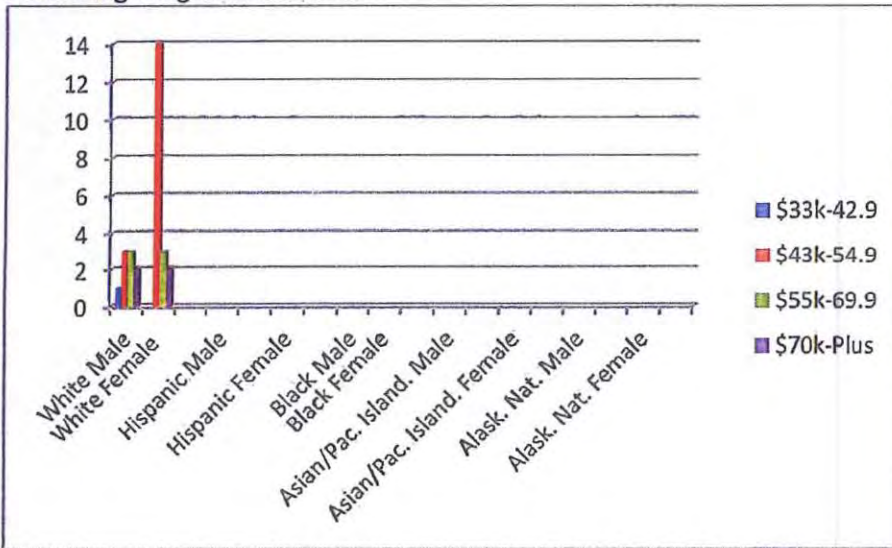
PROTECTIVE SERVICE WORKERS

Protective Service positions include but are not limited to a Fire Captain, a Fire Fighter, a Police Officer and an Animal Service Officer.



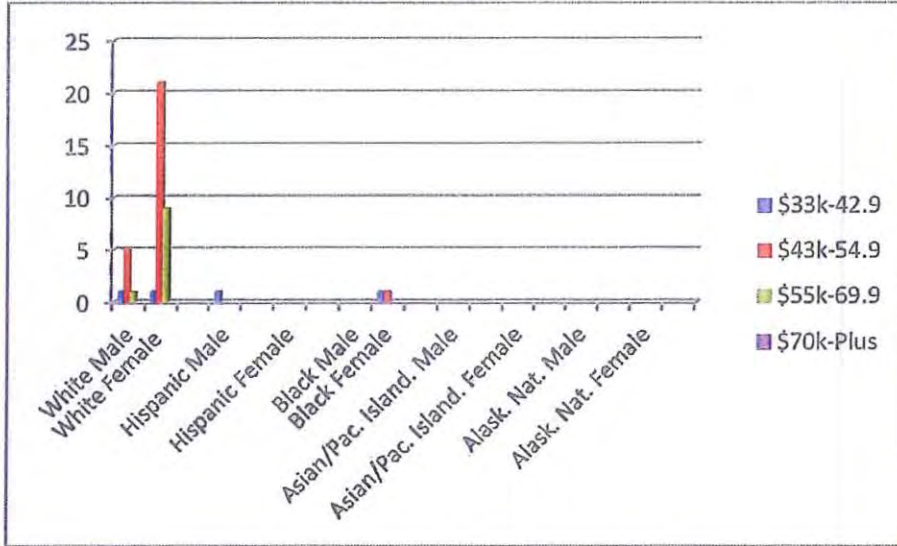
PARAPROFESSIONALS

Jobs classified as Paraprofessional could include a Buyer II, a Library Clerk, a Legal Assistant, or a Housing Program Assistant.



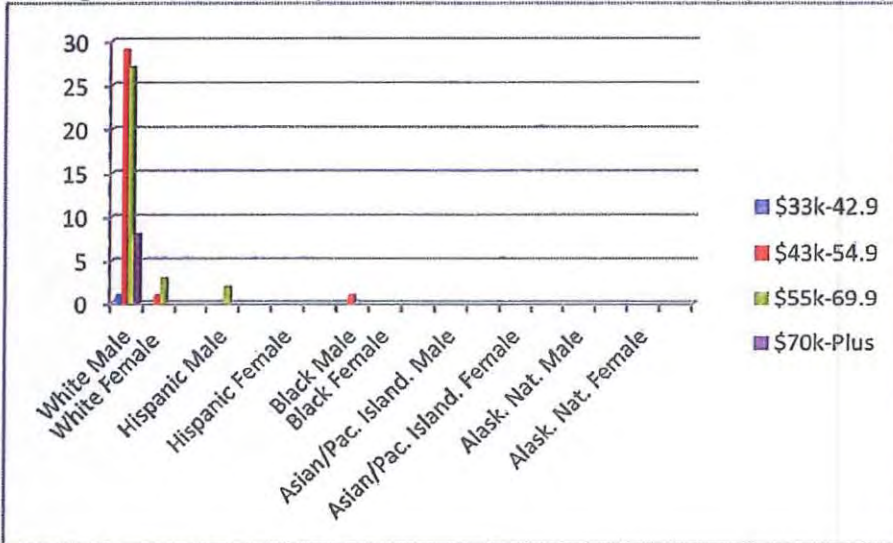
ADMINISTRATIVE SUPPORT

Positions within the Administrative Support description are SR Clerk Typist, Cashier – Parking, Accountant Clerk and Housing Assistant.



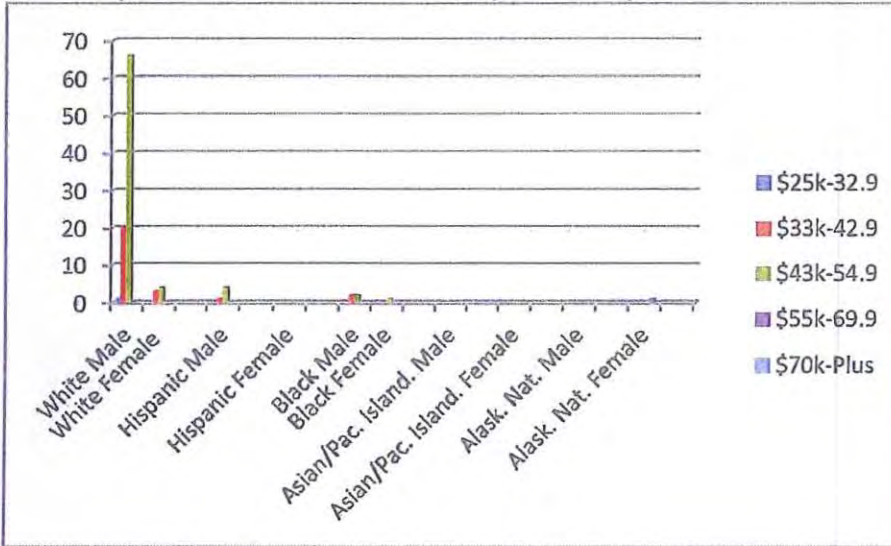
SKILLED CRAFT WORKERS

Examples of Skilled Craft Workers are a Maintenance Operator - Wastewater, a Facilities Manager, an Assistant Superintendent - Streets, and an Equipment Shop Supervisor.



SERVICE MAINTENANCE

Service Maintenance job titles include Custodian, Temp Minute Taker/Transcriber, Mass Transit Operator and Seasonal Cemetery Mower Operator.



2013 EMPLOYEE STATISTICS THROUGH LAST PAY PERIOD

All Employees (Includes Permanent, Administrative, Confidential, AFSCME, Fire, Police, Temporary/Seasonal)

RACE/ETHNICITY & SEX

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE	TOTAL
FEMALES	425	13	7	13	3	461 (41%)
MALES	606	17	19	8	1	651 (59%)
TOTAL	1031	30	26	21	4	1112
	92.72%	2.70%	2.34%	1.89%	.36%	

White males comprise the highest number of City employees both permanent and temporary. White females comprise the next highest number. Blacks represent the highest number of minority employees at the City. However, minorities are underrepresented among City staff. Blacks make up only 2.70% of all City employees. The percentage numbers continue to decrease for Hispanics at 2.34%, Asians 1.89% and American Indians with the lowest at .36%.

AGE

AVERAGE AGE	39
TOTAL EMPLOYEES	1112
OLDEST EMPLOYEE	82
YOUNGEST EMPLOYEE	15

MALE

AVERAGE AGE	40
TOTAL EMPLOYEES	651
OLDEST EMPLOYEE	82
YOUNGEST EMPLOYEE	16

FEMALE

AVERAGE AGE	36
TOTAL EMPLOYEES	461
OLDEST EMPLOYEES	79
YOUNGEST EMPLOYEES	15

RACE/ETHNICITY/GENDER PERMANENT EMPLOYEES VS. RACE/ETHNICITY/GENDER TEMPORARY/SEASONAL EMPLOYEES

In comparing the racial and gender demographics of permanent employees to that of temporary/seasonal employees, female temporary employees are more diverse than permanent hires.

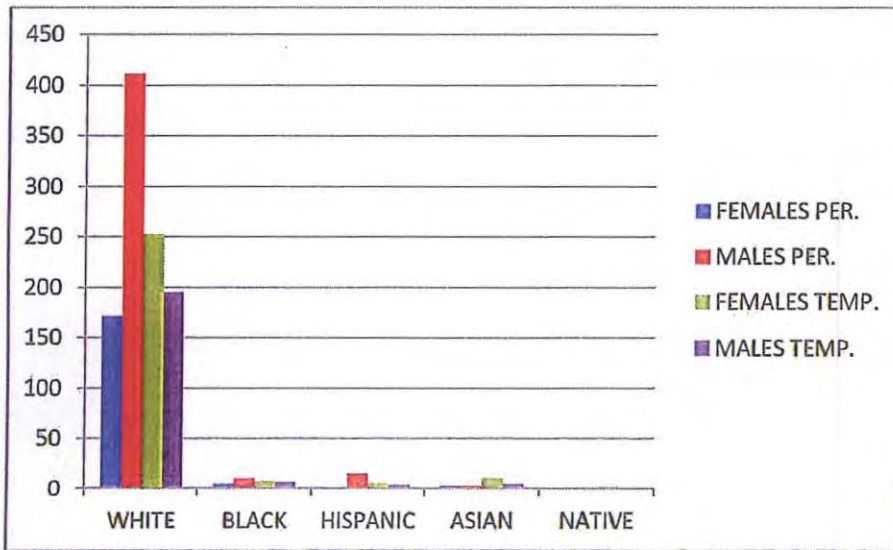


CHART OF RACE/ETHNICITY OF TEMPORARY EMPLOYEES COMPARED TO THAT OF PERMANENT EMPLOYEES

	WHITE	BLACK	HISPANIC	ASIAN	NATIVE
TEMP. FEMALE	253	8	6	10	2
PER. FEMALE	172	5	1	3	1
TEMP. MALE	195	7	4	5	1
PER. MALE	411	10	16	3	0

DEMOGRAPHICS FIRE DEPARTMENT RACE/ETHNICITY & GENDER

RACE/ETHNICITY & GENDER	WHITE	BLACK	HISPANIC	ASIAN	NATIVE	TOTAL
FEMALES	4	0	0	0	0	4
MALES	52	1	0	0	0	53
TOTAL	56	1	0	0	0	57

DEMOGRAPHICS FIRE DEPARTMENT AGE

Average Age: 41
Total Employees: 57
Oldest Employee: 63
Youngest Employee: 22

DEMOGRAPHICS POLICE DEPARTMENT RACE/ETHNICITY & GENDER

RACE/ETHNICITY & GENDER	WHITE	BLACK	HISPANIC	ASIAN	NATIVE	TOTAL
FEMALES	4	0	0	0	0	4
MALES	51	2	2	2	0	57
TOTAL	55	2	2	2	0	61

DEMOGRAPHICS POLICE DEPARTMENT AGE

Average Age: 37
Total Employees: 61
Oldest Employee: 57
Youngest Employee: 26

CITIZENS POLICE REVIEW BOARD

The Iowa City Council established the 5 member Citizens Police Review Board (CPRB) in 1997. The CPRB was established to review investigations into claims of police misconduct, and to assist the Police Chief, the City Manager, and the Council in evaluating the overall performance of the Police Department by reviewing the Police Department's investigations into complaints.

The Police Department regularly provides the CPRB with monthly Use of Force Reports, Internal Investigation Logs, Demographic Reports and various Training Bulletins. The Police Department also provides various General Orders for the CPRB's review and comment. A senior member of the Police Department routinely attends the open portions of the CPRB's meetings, and is available for any questions CPRB members have regarding the reports.⁶⁶

The CPRB is also required to maintain a central registry of complaints of police misconduct. The CPRB holds at least one community forum each year for the purpose of hearing residents' views on the policies, practices and procedures of the Police Department. Iowa City is the only city in the State of Iowa to have a Citizens Police Review Board. Other Midwestern cities that have police civilian review boards include Chicago, Illinois (established 1974), Kansas City, Missouri (established 1970), and Minneapolis, Minnesota (established 1965).⁶⁷

FY 13 COMPLAINTS BY NUMBER & ALLEGATION

Of the 16 allegations made in FY 13, none were sustained. The 5 complaints involved a total of 8 officers. The CPRB made a comment and/or recommendation for improvement of police policy, procedures, or conduct in one of the reports:

#12-01 The CPRB sees the need for more education on an individual's rights and responsibilities when responding to police officers' directions.

The CPRB in FY 13 also reviewed the internal investigation logs provided by the Chief of Police.

⁶⁶ FY 14 CPRB Annual Report will be available for viewing in the fall of 2014.

⁶⁷ Source: City of Iowa City Council Candidate Handbook, May 2013; Police-science/civilian-review-boards-police—What When How.com.

FY 13 LIST OF COMPLAINTS BY CASE NUMBER, ALLEGATION & OUTCOME

	Allegation	Outcome
#12-01	Excessive Force	Not Sustained
	Harassment	Not Sustained
	Violation of Civil Rights	Not Sustained
	False Arrest	Not Sustained
#12-03	Improper Action	Not Sustained
	Jeopardizing Safety of Child	Not Sustained
	Improper Conduct Improper Demeanor of Officers	Not Sustained
#12-04	Illegal Search	Not Sustained
#12-05	Harassment by Officer	Not Sustained
	Harassment by Officer	Not Sustained
	Threatened by Officers	Not Sustained
	Officers Contact Potential Employers to Warn not Hire Complainant	Not Sustained
	Harassment by Officers	Not Sustained
	Retaliation by Officer toward Complainant for filing with CPRB	Not Sustained
#12-06	Excessive Force.	Not Sustained
	Illegal Search.	Not Sustained

FY 13 COMPLAINANT DEMOGRAPHICS

* Category/Number of Complainants

Age:		National Origin:		Color:	
Under 21		American	1	White	2
Over 21	3	Unknown	4	Black	
Unknown	2			Unknown	3
Sexual Orientation:		Gender Identity:		Sex:	
Heterosexual		Female		Female	1
Unknown	5	Male		Male	2
		Straight	1	Unknown	2
		Unknown	4		
Marital Status:		Religion:		Mental Disability:	
Single	2	Unknown	4	No	
Married	1	Christian	1	Yes	1
Unknown	2			Unknown	4
Physical Disability:					
No					
Yes	1				
Unknown	4				

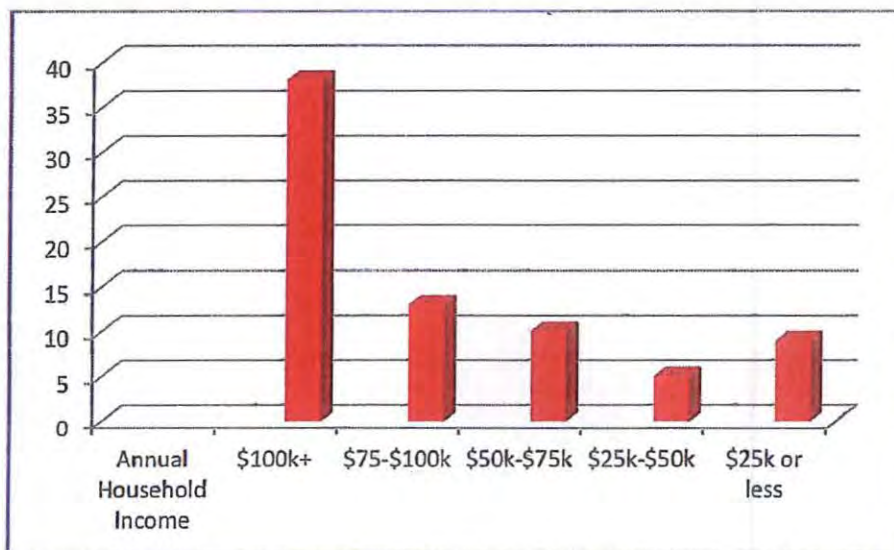
* Information is reported as presented by the person completing the form.

DEMOGRAPHICS OF BOARDS & COMMISSIONS

The City currently has 131 seats for the 19 established boards/commissions and 1 council. The 19 boards and commissions are: Airport Commission, Airport Zoning Board of Adjustment, Airport Zoning Commission, Board of Appeals, Assessor's Examining Board, Board of Adjustment, Board of Review, Charter Review Commission, Citizens Police Review Board, Civil Service Commission, Historic Preservation Commission, Housing & Community Development Commission, Human Rights Commission, Board of Library Trustees, Parks and Recreation Commission, Planning and Zoning, Public Art Advisory Committee, Senior Center Commission, and Telecommunications Commission.

Eighty responses were received or 61% of current board, commission and council members responded to the voluntary survey. The results of those 80 responses report the following demographics of the current boards, commissions and council. Sixty-seven individuals identify as Caucasian, 53 are married, 51 identify as heterosexual, 30 report being over the age of 65, and 38 report an annual household income of over \$100k. Forty-three males responded to the survey and 35 females responded.⁶⁸

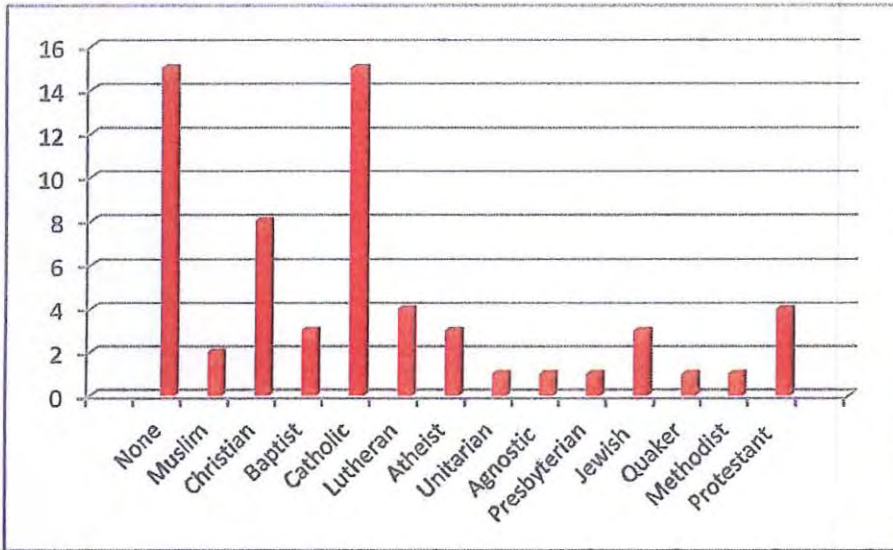
ANNUAL HOUSEHOLD INCOME FOR BOARDS/COMMISSION MEMBERS



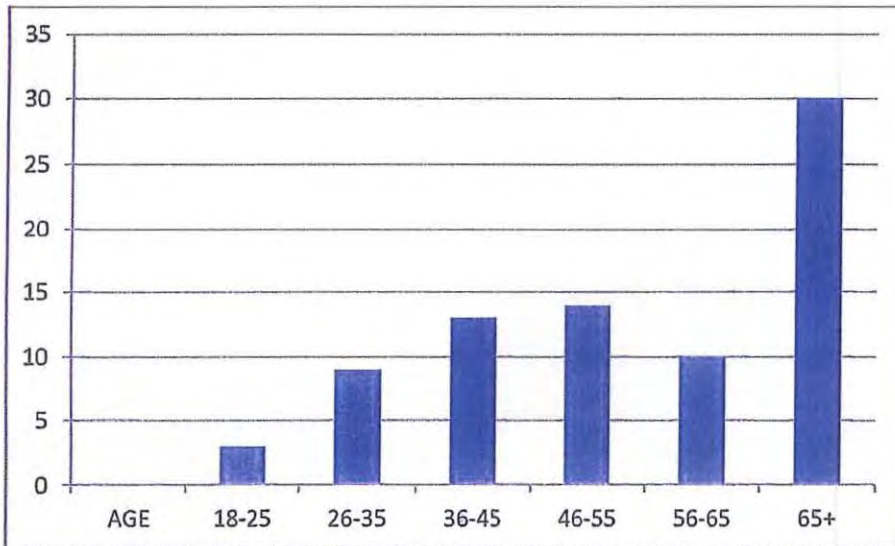
⁶⁸ Responses were self-reported and may as a result be incomplete. Surveys were completed between the months of March and May 2014.

RELIGION

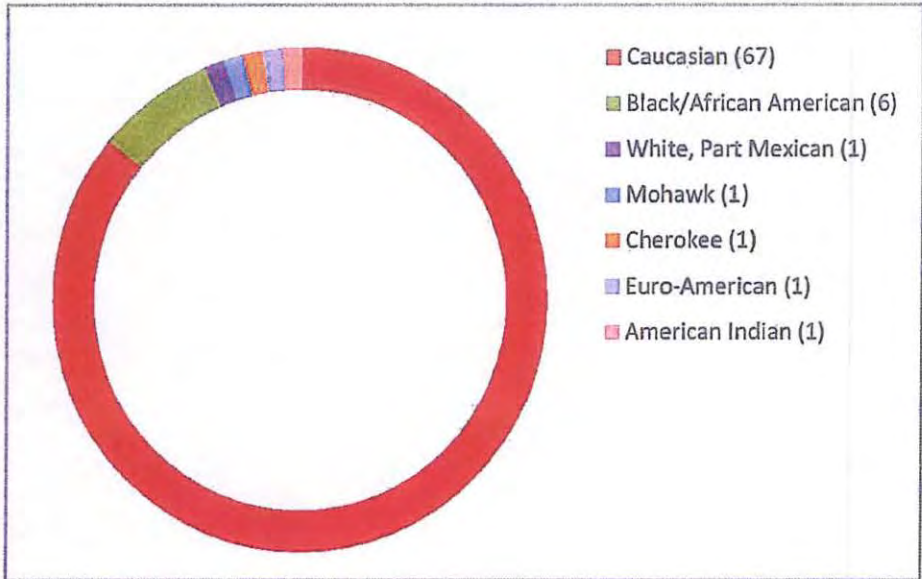
Catholic and "no" religion tied at 15 each, followed by Christian at 8, and Lutheran & Protestant both with 4.



AGE



RACE/ETHNICITY



SECTION III: CURRENT INITIATIVES

Juvenile Justice System Improvement Project

St. Ambrose Study on Police Traffic Stops

Workforce Equity

International Student Outreach

Web Redesign

Community Outreach

JUVENILE JUSTICE SYSTEM IMPROVEMENT PROJECT

The Reducing Racial and Ethnic Disparities in Juvenile Justice Certificate Program is an intensive training designed to support local jurisdictions in their efforts to reduce racial and ethnic disparities in their juvenile justice systems. The program is operated jointly by the Georgetown Center for Juvenile Justice Reform and the Center for Children's Law and Policy.

The three primary goals of the Certificate Program are to help jurisdictions reduce:

1. Overrepresentation of youth of color in the juvenile justice system;
2. Disparate treatment of youth of color as compared to white youth within the juvenile justice system; and
3. Unnecessary entry and movement deeper into the juvenile justice system for youth of color.

While the program primarily addresses disparities in the juvenile justice system, it also includes a focus on the relationship between disproportionality in the juvenile justice system and disparate treatment in other child serving systems, including child welfare and education.⁶⁹

Police Investigator Kevin Bailey participated in the Certificate Program at Georgetown University in Washington DC in the fall of 2013. The weeklong training focused on racial and ethnic disparity in the juvenile justice system. Other area participants who attended the training with Investigator Bailey represented the Iowa City Community School District, Johnson County Juvenile Court Services, the Sixth Judicial District, and Johnson County Health & Social Services. The training included mandatory readings and data gathering prior to participants arriving in DC. The premise of the program is to increase participant's understanding of the dynamics of the system, including evaluating disparity using data as a foundation to see if changes need to be made. The Certificate Program requires the participants to complete what is referred to as a "Capstone Project," before certification is granted.

The Iowa City Delegation created a diversion program for 1st offense disorderly conduct charges as its Capstone Project. Research shows that a majority of juveniles cited for 1st offense simple misdemeanors achieve success when these offenses are handled informally. Historically, the local system has been post-charge. Achieving consensus between multiple organizations (including the school district, police, juvenile court, etc.) with differing operations and functions requires an enormous amount of courageous discussion. Diversion has sometimes been misunderstood and seen as not holding the juvenile offender accountable. Investigator Bailey believes that the diversion program must have the same or greater consequences than the current formal juvenile court process. The model Investigator Bailey proposes requires the juvenile to complete community service, a written impact letter, and thinking errors cognitive

⁶⁹ Source: Center for Juvenile Justice Reform.

learning⁷⁰ before graduating from the program. These requirements represent more intensive services than a juvenile offender currently receives for a 1st offense simple misdemeanor. Under this system, juveniles who reoffend or fail to complete the diversion process would be referred to juvenile court.⁷¹ The goal is for the program to be operational by the beginning of the 2014/2015 school year.

⁷⁰ Thinking errors are thoughts people exhibit or demonstrate during irresponsible behavior. This thinking leads to and brings on self-destructive behavior. This self-destructiveness leads to and brings on criminal behaviors. Source: <http://www.corrections.com/news/article/23055-what-are-thinking-errors->; See also <http://www.eriecounty.oh.gov/legalresourcesforjuvenilecourtprograms/learning-errors>.

⁷¹ Source: Memo from Investigator Kevin Bailey submitted on June 10, 2014 to the Human Rights Office.

ST. AMBROSE STUDY ON POLICE TRAFFIC STOPS

In response to community concerns of racial profiling, the Police Department started to collect demographic data on traffic stops in July of 1999. The results were analyzed in a January 2004 report titled "Traffic Stop Practices of the Iowa City Police Department: January 1 – December 31, 2002." The research team was from the University of Louisville and this report was frequently referred to as the Louisville Study.

In the year of 2006 the Police Department Command Staff was approached by Dr. Christopher Barnum, Associate Professor of Sociology and Criminal Justice and Director of Graduate Studies Masters in Criminal Justice at St. Ambrose University in Davenport, Iowa. Dr. Barnum was familiar with the Louisville Study and became interested in analyzing police traffic stop data. The methodology used included observational baseline studies. Over 20 trained observers were stationed at various locations within Iowa City to determine the racial makeup of Iowa City's drivers. These surveys occurred at different times of the day and over multiple years. Dr. Barnum was provided with data for the years 2005, 2007, 2010, 2011 and 2012.⁷² Throughout this partnership with Dr. Barnum, officers were not advised of the study due to the potential of changing behavior patterns.

Based on the community conversation generated by the Diversity Committee, Police Chief Sam Hargadine worked with Dr. Barnum to incorporate more traffic stop data and conclude his analysis. Dr. Barnum's report discusses at length the difference in disproportionality from the data in 2005 – 2007 and 2010 – 2011. Dr. Barnum's report indicates a notable increase in the disproportionate contacts in particular on the South East side from 2008 through 2010.

The Police Department reviewed Dr. Barnum's report with officers and reiterated that bias based policing is illegal, immoral and if discovered will lead to discipline which can include termination. Supervisory staff members will also randomly review the videos of officers throughout the year for indications of unprofessional, bias based or even unsafe habits. Any violations of policy require documentation and at a minimum corrective counseling.⁷³

It has been recommended that Dr. Barnum be hired to analyze 2013 traffic stop data and compare the data with previous years. These future studies should be conducted to ensure that measures put in place are effective and the disproportionate statistics lower. This will help demonstrate to the community the City's commitment to the issue and hopefully will show meaningful progress in the years to come.

⁷² A transition to a new data management system resulted in conversion problems that prevent data from 2008-2009 to be analyzed.

⁷³ Officers receive legal training once per year specifically on race based traffic stops which outlines the legal and civil penalties they could be exposed to if an officer engages in racial profiling. Officers have also received diversity training provided by Chad Simmons, Executive Director of Diversity Focus within the last year. In June, 2014 officers including members of the Street Crimes Action Team (SCAT) attended cultural competency training for City staff presented by Helen Jamison of Culture Friendly Consulting, LLC.

WORKFORCE EQUITY

In August 2013, the City began a 2 semester collaboration with University of Iowa College of Law Professor Leonard Sandler and the Law and Policy in Action Student Legal Team to evaluate ways the City could enhance the diversity of the City's applicant pool and workforce to eliminate current racial disparities and increase racial equity. Professor Sandler and the Legal Team presented their findings on May 6, 2014 to members of the DIF team. The meeting offered several helpful insights that will assist the City in ongoing efforts to have a workforce that reflects the community demographics.

Prior to the May 6, 2014 meeting the City had initiated an overhaul of both the employment application and www.icgov.org website. In keeping with the recommendations put forth by Professor Sandler and the Law and Policy in Action Student Legal Team the City plans on considering the recommendations as the City progresses with these important projects including the following.

1. Employment Application Review:

For the last several months, the City has been preparing to move to a paperless employment application process. The conversion to a new application management system provides a host of benefits for both the City and applicants. The conversion also provides the City with an opportunity to review the application tool and make changes as needed. Changes to application and survey language include fewer detailed legal and policy statements, reordering of required application information, and general statements to applicants about the City's value of diversity in the workplace.

The City recently removed the criminal history portion from its employment applications.⁷⁴ The City will plan to make further modifications after the conversion has been completed and an administrative policy has been adopted that requires any disqualification from employment based on a criminal conviction to be job related and consistent with business necessity.⁷⁵

2. Website Redesign:

The City is in the initial stages of a website redesign process. The City can do a better job of expressing its values through use of imagery that portrays the diverse community.

⁷⁴ No federal law directly addresses employment discrimination against people with criminal backgrounds. Yet, since 1987, the Equal Employment Opportunity Commission (EEOC) has maintained that, with some exceptions, an employer's policy or practice of excluding individuals from employment on the basis of criminal arrest and conviction records may be unlawful under Title VII as disparate impact discrimination. The EEOC maintains that because statistics show that African-American and Hispanic males are arrested and convicted at rates disproportionate to their numbers in the population, background checks work to their special disadvantage to limit their employment. Citing: http://www.eeoc.gov/laws/guidance/arrest_conviction.cfm.

⁷⁵ Existing hardcopy applications that currently ask for criminal history will be modified when the employment application system goes live later in 2014.

This will be a goal of the website redesign process. Another objective is to meet the latest accessibility standards, which was mentioned in the presentation by Professor Sandler and the Law and Policy in Action Student Legal Team. Finally, the City will review the text of its diversity related pages and look for ways to more effectively express community values, as opposed to placing the primary focus of the website on the City's actions to achieve goals set by the Council and its appointed boards and commissions.

There are a number of factors, including collective bargaining agreements and Civil Service laws that play a significant role in the City's hiring process. The combination of these and other factors influences the pool of candidates that may be interested and/or eligible for specific positions within the City. Regardless, it is believed that the projects and current actions being put forth will help improve the likelihood of securing a more diverse applicant pool for many City positions.

Finally, the City has pursued professional networks, conferences and training opportunities to help bolster the cultural awareness of the City workforce. This has been and will continue to be an ongoing focus. In June 2014 the City sponsored cultural competency training for City employees who as a regular part of their work assignments visit residents in their homes. The goal of the training was to increase successful home visits between City staff and Iowa City's diverse communities. The training, facilitated by Helen Jamison, founder and manager of Culture Friendly Consulting, LLC, was based on a developmental approach to increasing cultural competency and included simulation exercises to learn cultural communication styles and increase understanding of the challenges faced by non-English speakers. After the training participants completed evaluations to track the progress of the learning outcomes. These types of trainings will continue and the City will continue to look for other opportunities to learn from communities across the globe.

INTERNATIONAL STUDENT OUTREACH

Each year the University of Iowa hosts International Student Orientation the week before classes start. All new international undergraduate and graduate students are required to attend. In the spring of 2014, the staff of the Communication Department began working with the University of Iowa International Student and Scholar Services (ISSS) Office to participate in the Orientations beginning in the summer and fall of 2014. Communication staff will present to all of the students in attendance for 15 minutes, followed by a Q&A session. There are also volunteer opportunities at community events in the evenings and City staff will be working with ISSS to provide City representation at these events as schedules allow. This will allow City staff to interact with students in a comfortable, friendly setting and establish a positive relationship.

WEB REDESIGN

The Communications staff is working with the University of Iowa Information Technology Services Development Team to create a website that is compliant with the American with Disabilities Act (ADA), meeting the Web Content Accessibility Guidelines (WCAG) 2.0, and Section 508 specifications.⁷⁶ Following WCAG guidelines will make content more accessible to a wider range of individuals with disabilities, including blindness and low vision, deafness and hearing loss, learning disabilities, cognitive limitations, limited movement, speech disabilities, and photosensitivity. Following these guidelines when redesigning the City webpage will make web content more usable to users in general.

In tandem with the web redesign, the City will upgrade its current document repository system, Laserfiche. The City will create accessible web forms throughout the City site, as well as link documents from the repository to greatly reduce the number of inaccessible PDFs that currently exist on the website. This will not only help with ADA compliance, but will also benefit community members with slower internet connections by eliminating the need to download large documents and cumbersome forms.

COMMUNITY OUTREACH

- *Welcoming Cities and Counties*. This 21st century partnership encourages cities and counties to create inclusive and friendly environments for immigrant communities with a focus on economic growth and cultural vitality. The partnership also encourages municipalities to learn from each other and share ideas.⁷⁷

⁷⁶ Section 508 is a federal standard that requires federal agencies' electronic and information technology to be accessible to individuals with disabilities. Section 508 was enacted to eliminate barriers in information technology, open new opportunities for persons with disabilities and encourage development of technologies that will help achieve these goals. Section 508 provides employees who have a disability and also members of the public access to information that is comparable to access available to others.

Source: <http://www.section508.gov/summary-section508-standards>.

⁷⁷ Source: <http://www.welcomingamerica.org/about-us/cities/>.

- *Mayors for the Freedom to Marry*. A non-partisan group of mayors who want to end marriage discrimination.⁷⁸
- *Cadet Program*. Instituted by the City Fire Department in March 2014.
- *International Welcoming City*. A collaboration between the City, the University of Iowa, Iowa City Area Development Group and the Iowa City Downtown District that places banners around downtown that express the diverse population of Iowa City and provides a welcoming feeling to all students and residents. The banners use real photos of local residents and express the word “welcome” in multiple languages.⁷⁹

⁷⁸ Source: <http://www.freedomtomarry.org/pages/mayors-for-the-freedom-to-marry>.

⁷⁹ To find out who all the welcoming faces belong to visit <http://downtowniowacity.com/>.

SECTION IV: Future Initiatives

Action Plan

Action Plan for Police Department to Reduce Racial/Ethnic Disparity

Conclusion

ACTION PLAN

1. Train and educate employees on cultural competence, inclusion and the value of diversity. A firm knowledge of these concepts and how explicit and implicit biases create inequities will assist the City in being able to better carry out present and future initiatives and ultimately provide better customer service. Initial trainings will concentrate on employees that have direct interaction with consumers. Staff will complete pre and post evaluations to ensure training goals are met. The outcomes will be measured by feedback received from the community on interactions with City staff with specific emphasis on feedback from minority consumers.
2. Increase diversity of boards/commissions to better reflect the demographics of the community. City boards and commissions play a pivotal role of influencing future policy through recommendations to the Council. Having advisory boards that reflect the diverse community has several benefits for the individual and the City overall. Staff will track the demographics (race, national origin, etc.) of individuals who apply for vacancies on boards/commissions through a voluntary survey. Demographical information will be analyzed and compared to the current demographics of boards and commissions. This should allow for a better understanding of whether minorities and those from historically underrepresented groups are applying for vacancies but are not getting appointed by Council or if a lack of interest or lack of knowledge of the vacancies exists on the part of minorities and those from historically underrepresented groups. Staff will also evaluate the process used for appointments to boards/commissions and look at best practices to engage all community members to participate in this form of civic leadership. Eventually this action plan will expand to include increasing the number of persons from historically underrepresented groups and the immigrant communities who participate in the Citizen's Police Academy. Increasing the knowledge and understanding of daily police operations can assist in building relationships and trust between the police and minority groups in the community.
3. Work with and encourage other municipalities and government entities within Johnson County to collect data and report on the status of equity within their jurisdiction. Local governments can work together to address disproportionality strategically by joining Cedar Rapids (April 2014) and Iowa City (August 2014) in publishing an annual Equity Report.
4. Create workforce equity to eliminate racial and ethnic disparities in the workforce by increasing outreach. Staff will collect and analyze demographical data on individuals who apply for employment with the City and compare that data to who is ultimately hired by the City.⁸⁰ As a part of this process staff will collect data from historically underrepresented groups to ascertain how notice of City job vacancies might be better made available to members of ethnic and minority groups, and also what prevents or serves as a barrier to minorities who wish to

⁸⁰ The ability to collect this information will be implemented with the full conversion to the online Munis Employment Application System. Munis allows for more concise statistical information to be collected and retrieved in a time efficient manner.

apply for employment with the City. Once trends and factors have been evaluated over a course of time, staff may expand future action plans to include other potential barriers to minority employment with the City.

5. A Statement of Commitment from the Council. A resolution by the Council that states it is working to eliminate disparities within the City government. The Council must support opportunity to achieve equity and create a more inclusive community. The resolution would include for the Council to evaluate the effects that local policies and laws have on minorities and individuals from historically underrepresented groups through the use of a disparity impact analysis when voting on matters that come before it.⁸¹

⁸¹ A racial equity impact statement is an analysis of how different racial and ethnic groups are affected by a proposed action, policy, or decision. A racial equity impact statement seeks to identify ways to maximize equity and inclusion while minimizing adverse and unanticipated impacts on different racial and ethnic groups. Source: www.arc.org.

ACTION PLAN FOR POLICE DEPARTMENT TO REDUCE RACIAL/ETHNIC DISPARITY

The police are the first and most visible agents of the criminal justice system. Police are charged with responding to calls for service, monitoring citizens' behavior in public, intervening with warnings, referrals, or arrests when violations of law are suspected or observed, and assembling evidence for the prosecution of cases resulting in arrest.

The Police Department will engage in the following 6 strategies to temper racial disparity at this level of the criminal justice system.

1. Engage in the community: The Police Department will actively seek community participation opportunities and look for innovative ways to build relationships with minority populations.

2. Increase diversity within the police force: A diverse police force increases creativity and problem solving, attracts and retains talent, builds better relationships in the community that result in more confidence and effective service, and allows for a broader range of information for decision making and a wider range of solutions.

3. Require cultural competency training: Police officers often work in areas that are culturally different from their own. In the absence of a more specific orientation to the language, norms, values, and traditions of other cultures, officers can misunderstand residents' attitudes as disrespectful of law enforcement. As a result, relations between the police and the community can become seriously impaired. Ongoing cultural competency training of police officers can help in this situation by: increasing respect and mutual understanding among those involved; increasing creativity in problem-solving through new perspectives, ideas, and strategies; decreasing unanticipated consequences that might slow progress; and increasing trust.

4. Conferences/Forums/Trainings: Officers will attend conferences, forums, and trainings regarding cultural competency.

5. Monitoring for indicators indicative of racial profiling: Interaction between officers and residents is subject to close and effective supervision to assure compliance with Department guidelines. Specific to monitoring for behavior of racial profiling, the Department will survey the community every 3 years by randomly surveying every 100th individual involved in a call for service and randomly review the videos of officers throughout the year for indications of unprofessional or bias based behavior.

6. Increase awareness of the complaint process: The Department recognizes the benefits of an effective complaint process. An effective complaint process offers empowerment, a better understanding of policing, and accountability. The Department will work towards increasing community awareness of how an individual can initiate a complaint against the Department.

Currently a person has 4 options: 1) oral, written, or email report to a Supervisor; 2) written complaint submitted to the Department; 3) CPRB complaint filed with the City Clerk; or 4) complaint filed with the Human Rights Office.

CONCLUSION

The City of Iowa City is committed to creating a welcoming and inclusive community and correcting the disparities cited in this report. The City plans to correct these inequalities through concrete goals and initiatives that can be measured and monitored on a yearly basis with the end goal being to create systemic change within our daily delivery of services, programs and operations. As the first and only municipality in Johnson County to produce and present an Equity Report, we realize the importance of effectively implementing the action plans in the preceding pages. These plans, which are influenced by the data contained in this report, are very specific thereby allowing the City to track and monitor the results.

Over the next few years the City will be learning, it will need to evaluate what works well and what may need to be changed or modified to better correct a disparity. The City will need to evaluate whether policies or practices including daily operations inadvertently affect certain populations more than others and if so what the City can do to correct the unintended result and address the institutional and structural barriers to achieving equity. It should be noted that systemic change takes time. The action plans contained in this first annual Equity Report are based on those specific areas set forth by Council in its Resolution No. 13-217 and do not cover all City services, programs or operations where disparities may exist. It is projected for the 2014 Equity Report to be released in the spring/ summer of 2015. The change to this release date is to make the most efficient use of data which is analyzed as part of the report.

01-08-15
IP8

Marian Karr

From: Kingsley Botchway <kbotchwa@co.johnson.ia.us>
Sent: Monday, December 01, 2014 12:03 AM
To: Marian Karr
Subject: Actions City Council Can Take Regarding Diversity & Equity

Hello Marian,

Please add the below message to the council packet for this upcoming Tuesday (late handouts). Thank you.

Actions City Council Can Take Regarding Diversity & Equity

COPY

1. Publicly acknowledge we have racial inequities and disparities in our city and have strategic planning session to develop actions the city council can take to eliminate or minimize these issues

2. Add public oversight or inclusion in the Diversity Task Force

3. Use Seattle Racial Equity Toolkit or modified racial equity toolkit in budget decisions & council actions

4. Develop different ways to engage and incorporate the minority community

- Council Throgmorton brought up having council meetings at different locations
- identifying key minority groups and designating a council member to each group
- arranging for child care during council meeting work sessions and/or formal meetings
- arrange transportation route/loop to council meeting work sessions and/or formal meetings
- online submittal process for complaints & applications
- increase budget in communications to engage community

5. Work with other governmental bodies on racial equity (i.e. The County)

- work on creating a shared data gathering tool or software across the metro
- work on developing programs to reduce jail population & give Iowa City residents a better quality of life
- provide financial assistance in working with the county on reducing racial/ethnic disparity

6. Follow through with overall action plan and action plan for police department to reduce racial/ethnic disparity

Kingsley Botchway II
Deputy Auditor of Elections, Johnson County

Sent from my iPad

**New City Council Actions Concerning Equity and Diversity Issues
City Council Member Jim Throgmorton**

During our Nov 18 work session, Stefanie Bowers skillfully summarized information contained in the *2013 Equity Report* and the National League of Cities Institute for Youth, Education & Families' 2012 action guide *City Leadership to Promote Black Male Achievement*. At the end of her presentation, Stefanie identified several possible topics for City Council/staff action. We council members discussed her summary and briefly suggested some specific steps to take. Kingsley, for example, recommended that we schedule a follow up work session in which we could explore the possible actions more thoroughly. Mayor Matt Hayek suggested that we submit our suggested courses of action to the Council as a whole. My suggestions follow.

Stefanie began her presentation by noting that the *Equity Report* exists primarily because of recommendations made by the Ad Hoc Committee on Diversity Issues. She's right, of course, and it is important not to lose sight of the fact that we created that committee primarily in response to events surrounding the shooting of Trayvon Martin and concerns expressed by black members of the Iowa City community about their experiences of living in Iowa City.

We have taken several good steps since that committee was created, including producing the *Equity Report* and initiating all the other actions highlighted in Stefanie's report. They deserve more attention and credit they have received.

But a great deal more remains to be done. I want to offer three specific suggestions.

Build Stronger Bonds Based on Mutual Trust

The *Equity Report* presents a great deal of data. The data are enlightening, sometimes quite troubling, and necessary for managing the City staff's actions efficiently.

Although having good data is important for management and policy-making purposes, it is not sufficient as a response to public concerns. Building *trust* throughout the community is at least as important.

Stefanie pointed out some good steps the Police Department has made this year to improve community relations. These steps constitute an excellent start. But we City Council members have a particularly important role to play.

We need to get out of City Hall, go into the various communities of this city, and meet with people who currently feel little reason to trust local government. It is especially important that we meet with lower income, black, and Hispanic residents of the city in places they feel most comfortable.

What I specifically recommend is an action that Susan Mims and I discussed a few

COPY

months ago. I believe we need to schedule a regular series of community conversations in which Council members and key staff members meet with diverse members of the public away from City Hall. I would suggest that we conduct quarterly forums at night in schools or equivalent settings (e.g., the Center for Worker Justice's office, the Broadway and Pheasant Ridge Neighborhood Centers, Uptown Bill's, The Spot, The Senior Center). In light of legal constraints, and because most of us are very busy with our day jobs, I would further suggest that only two or three council members attend each of these forums, and that we establish a rotating schedule of attendance, somewhat like we currently do with KXIC.

The primary purpose of these interactive meetings would be to develop stronger bonds of mutual trust between the City Council and diverse parts of the Iowa City community. This means we would have to listen actively to what residents tell us. But it also means that we would be able to share with the public (in a very informal setting) what we know about what the City is doing, and why. In other words, we would conduct these forums very differently from how we conduct our "public discussion" periods or public hearings.

Given the events that led to us creating the Ad Hoc Committee on Diversity, I think it is especially important that we find ways to improve mutual understanding and trust with young, lower-income black men and women. To do this, I think we need to identify black adults who come from lower-income backgrounds and who already have established strong bonds of trust with younger people. People like Fred Newell, Royceann Porter, and Henri Harper come to mind. Those adults could be enormously important intermediaries or liaisons.

Address Deeper Inequities

My second recommendation concerns the race-related disparities in education, employment, income, traffic stops, arrests, incarceration, etc. presented in Stefanie's two reports. The data concerning those disparities do not explain themselves. People might agree that the data show large disparities and inequities, and yet differ dramatically about what they think produces the disparities and hence what should be done in response.

On this point, I note that our *Equity Report* focuses almost exclusively on internal City operations and pays virtually no attention to the deeper inequities identified in the NLC report about black male achievement. I think, therefore, that future versions of the *Equity Report* should focus more attention on those deeper inequities, especially with regard to lower-income black members of the Iowa City community.

More important, we need to devise actions that will reduce those deeper disparities. This leads to my third suggestion.

Identify Ways to Use Future LOST Funds to Reduce Inequities

Given State-mandated reductions in commercial property tax rates, it appears very likely that we will have to find new sources of revenue or else cut services. The voters chose

not to approve the Local Option Sales Tax (LOST) proposal we placed on the ballot earlier this month. Given the financial situation, however, I think it is very likely we will have to return to the voters with a new version of the tax, one that will warrant a yes vote from a majority of voters in the five contiguous cities. I have already sent the Mayor, Mayor Pro-tem, and City Manager specific suggestions about how to do that.

Here I simply want to note that the NLC report provides us with some good ideas about how to allocate part of any future LOST revenues. *We need to devise some community-based programs – funded with LOST revenues and devised collaboratively with community members – that would increase employment opportunities and practical hands-on educational opportunities for our lower income residents, especially those of color.* I am especially intrigued by the NLC report's discussion about "YouthBuilds" in Footnote 6. People like Joe Williams at Northwest Mutual and Chad Simmons at Diversity Focus might be especially helpful in designing such programs.

In sum, I propose that we take three actions: (1) build stronger bonds based on mutual trust, (2) address deeper inequities, and (3) devise programs that could potentially be funded with LOST funds. I look forward to discussing these ideas with you, and to engaging your own ideas about what we should do.



CITY OF IOWA CITY MEMORANDUM

01-08-15

IP10

Date: January 5, 2015
To: Tom Markus, City Manager
From: Michael Moran, Director of Parks and Recreation
Zachary Hall, Superintendent of Parks
Re: Proposed Snow Route Maintenance changes

In reviewing the method in which we remove snow from trails in the Iowa City Parks system, we would like to propose a trial run of not removing snow from non-essential recreational routes. This is generally being considered to save costs from staff overtime, fuel costs and machinery wear and will also help focus staff efforts on more timely removal of more essential locations. Attached maps include the areas staff has identified to be discontinued from our regular snow removal operations; sites include: Benton Hill Park, Upper and Lower City Park, Hunter's Run, Peninsula Park, Sycamore Greenspace, Water Works, Willow Creek and Windsor Ridge. We are only talking about portions of trails in these areas not the entire location. Areas in red identify current maintenance that will continue and areas highlighted in yellow identify the proposed changes.

The majority of these areas are nonessential recreational trails and includes some parking lots. These recommendations are based on the Strava labs Global Heat map, which according to Kris Ackerson has 1,500 members in Johnson County. Strava is a company which uses member sourcing data to create heat maps identifying the greatest used routes in particular areas. Members who include walkers, runners and bikers, log their trips/use and Strava adds the data in to capture user frequency. Currently, we do not have winter user trail count data for these areas, therefore the Strava data is the best information we have upon which to base our recommendations. Our winter trail clearance policy will focus on trails used by multi-modal commuters that connect to schools and essential service areas. Recreational loops and trails that are not connected to these services will be discontinued. In the event of a "snow emergency" all of the parking lots in Lower City Park will be cleared. Areas in red identify trails that will not be maintained and areas highlighted in yellow identify on-going trail maintenance.

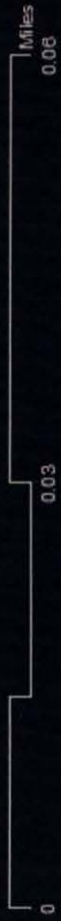
All trails will be signed appropriately to indicate no maintenance will be done during the winter. We have currently maintained this policy at Terry Trueblood Recreation Area to enhance and encourage additional winter activities that may take place along the trail such as snow shoeing and cross country skiing.

Based on public comments, we will evaluate and maintain these trails as necessary for the duration of the winter.

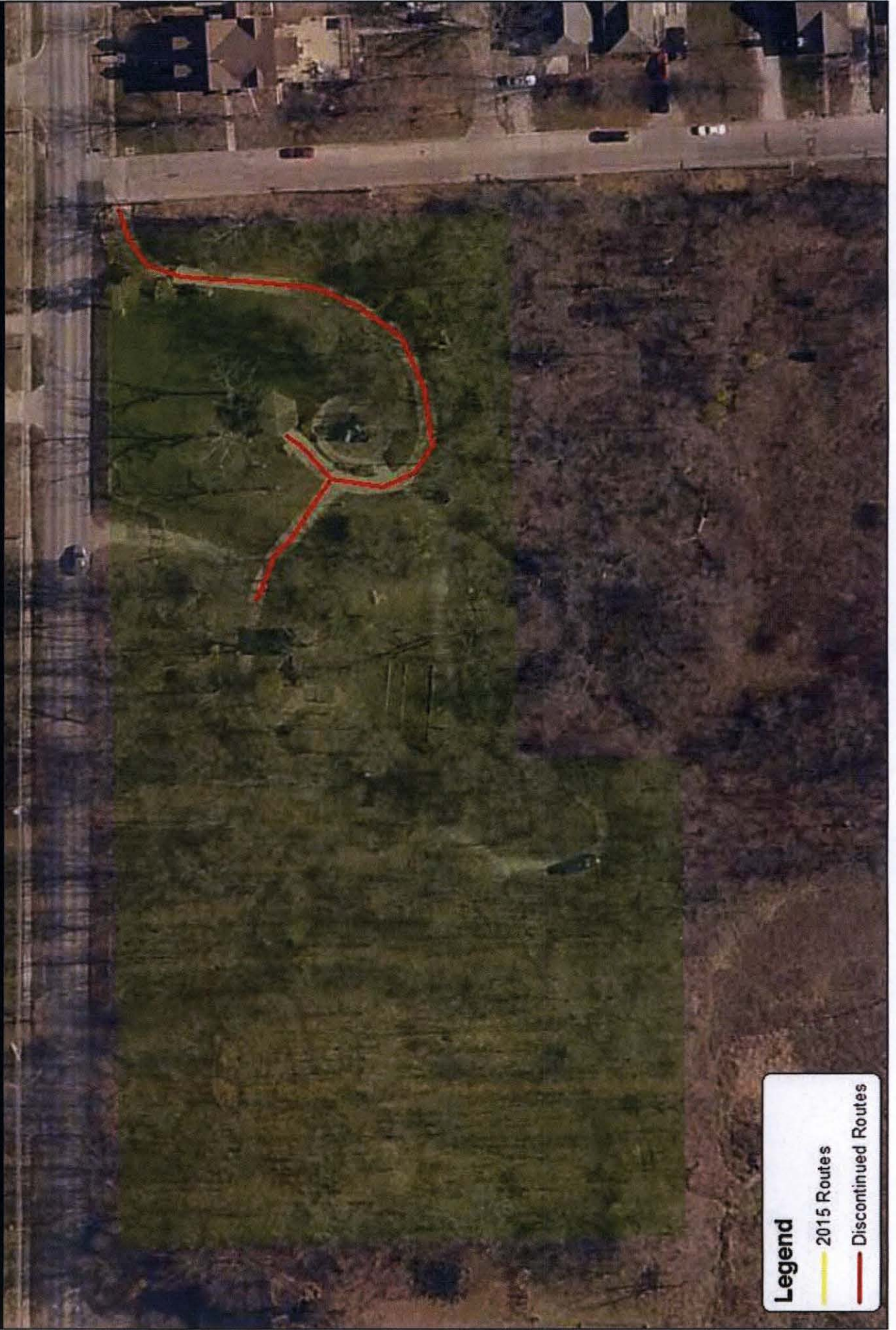
cc: Parks and Recreation Commission
City Council

Benton Hill Park

Snow Removal



Prepared by: Zachary Hall
Date Prepared: December, 2014
Data source: MPOJC



Legend

- 2015 Routes
- Discontinued Routes

City Park

Snow Removal

Prepared by: Zachary Hall
Date Prepared: December 2014
Data source: MPOJC



Legend

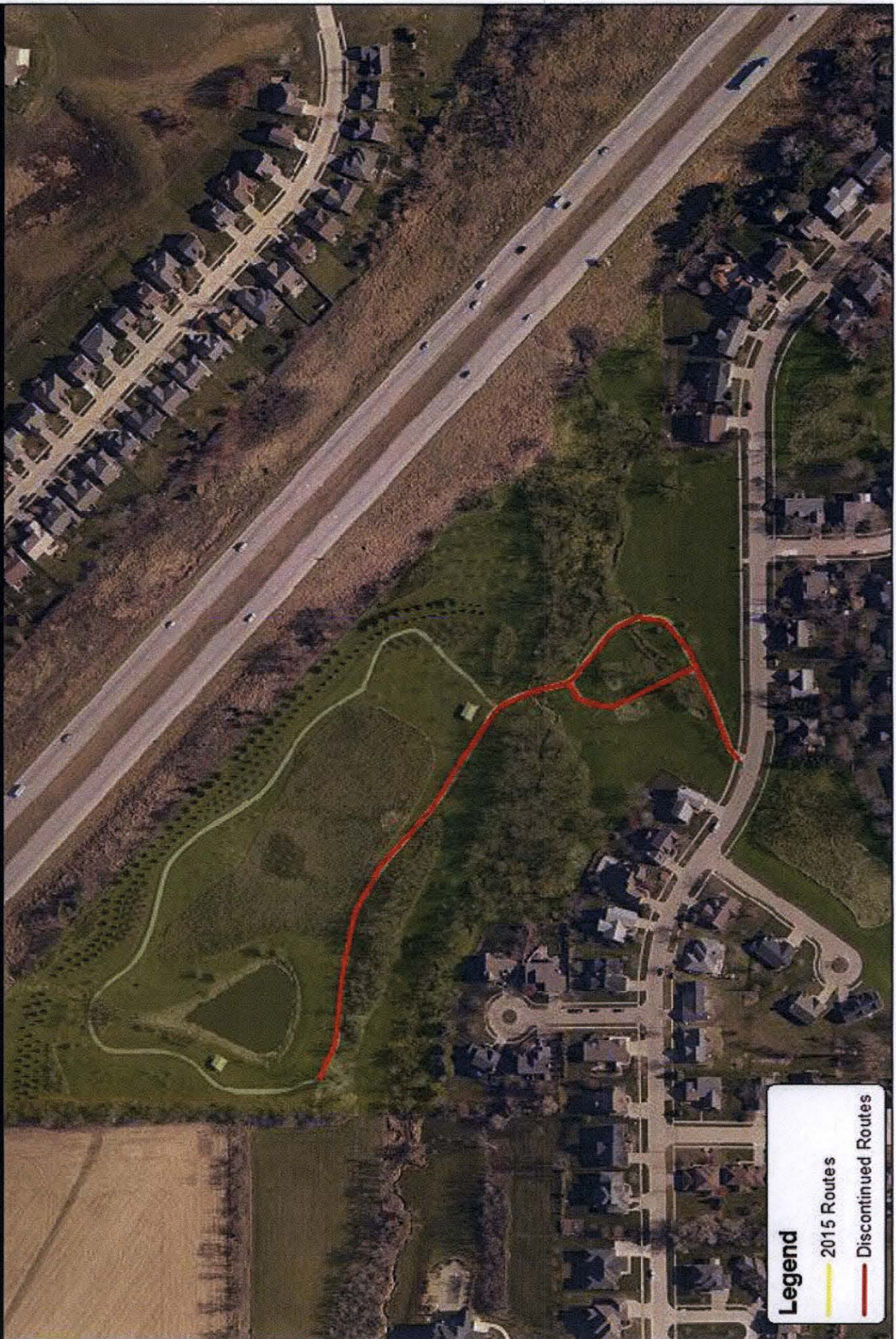
— 2015 Routes

— Discontinued Routes

Hunter's Run Park

Snow Removal

Prepared by: Zachary Hall
Date Prepared: December 2014
Data source: MPOJC

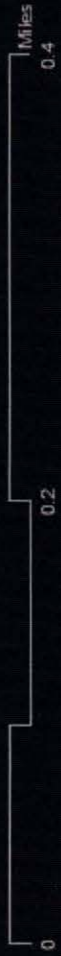


Legend

- 2015 Routes
- Discontinued Routes

Peninsula Park Snow Removal

Prepared by: Zachary Hall
Date Prepared: December 2014
Data source: MPOJC



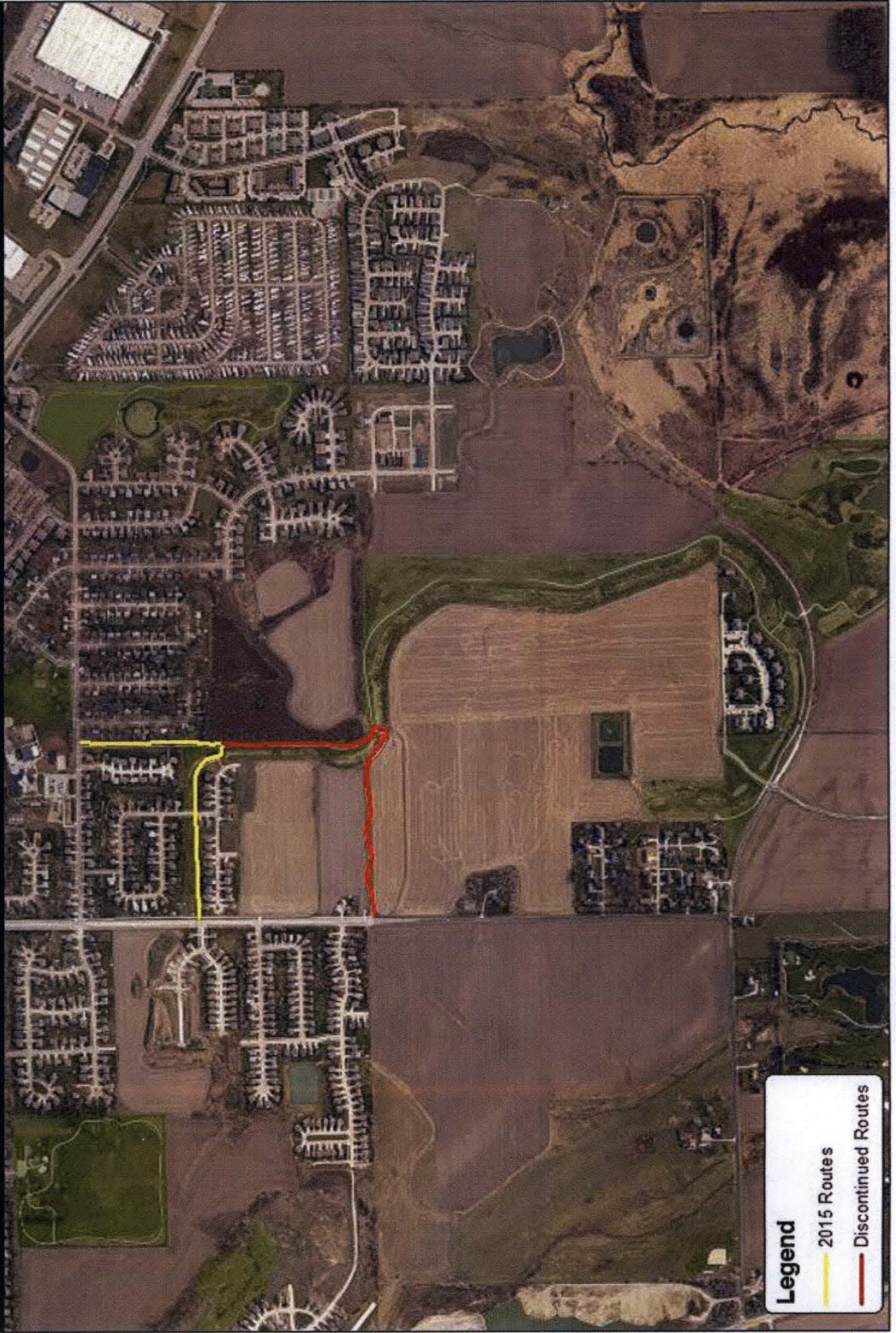
Legend

- 2015 Routes
- Discontinued Routes

Sycamore Greenspace

Snow Removal

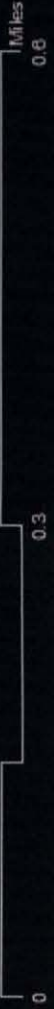
Prepared by: Zachary Hall
Date Prepared: December, 2014
Data source: MPOJC



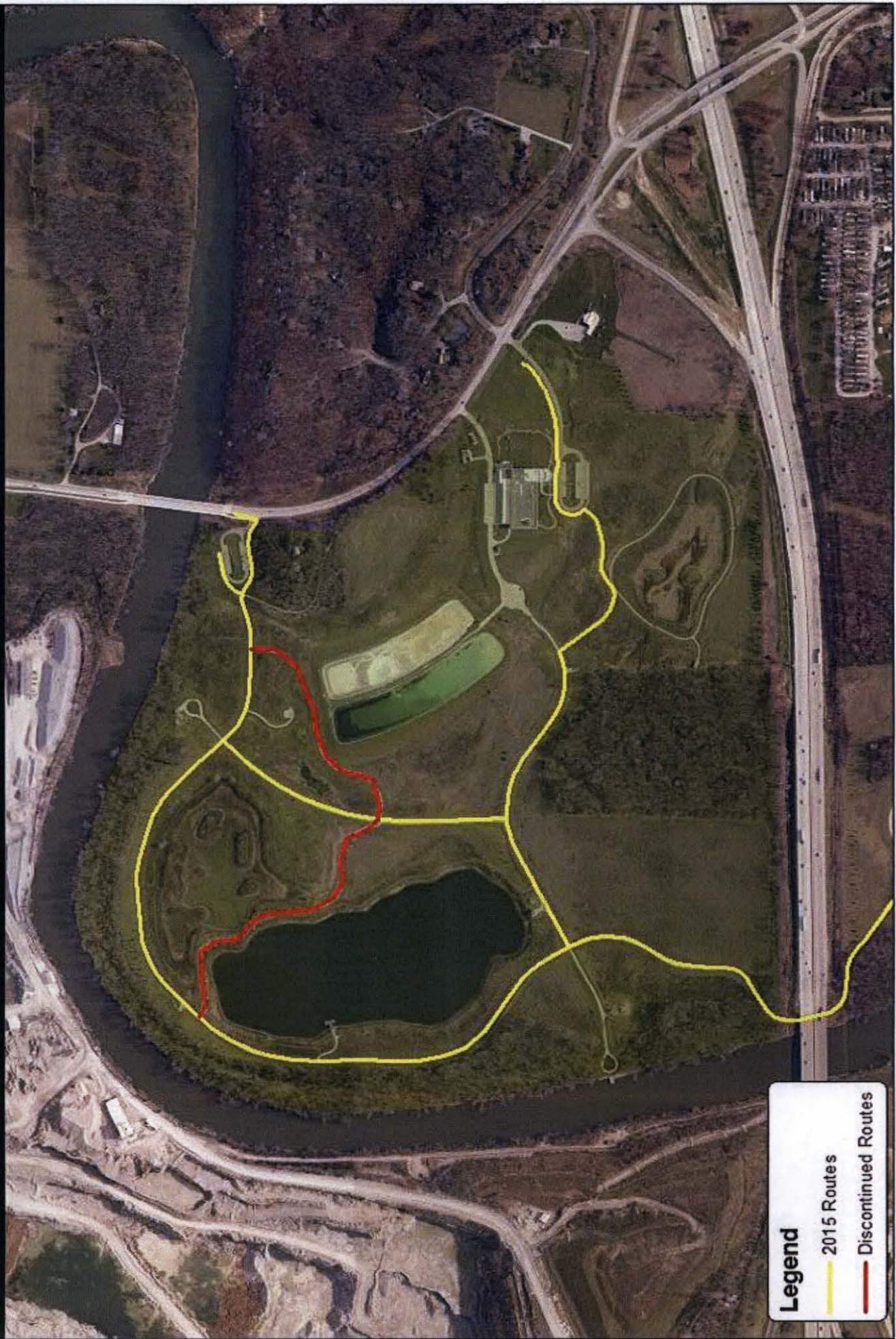
Legend

- 2015 Routes
- Discontinued Routes

Water Works Park Snow Removal



Prepared by: Zachary Hall
Date Prepared: December 2014
Data source: MPOJC



Legend

- 2015 Routes
- Discontinued Routes

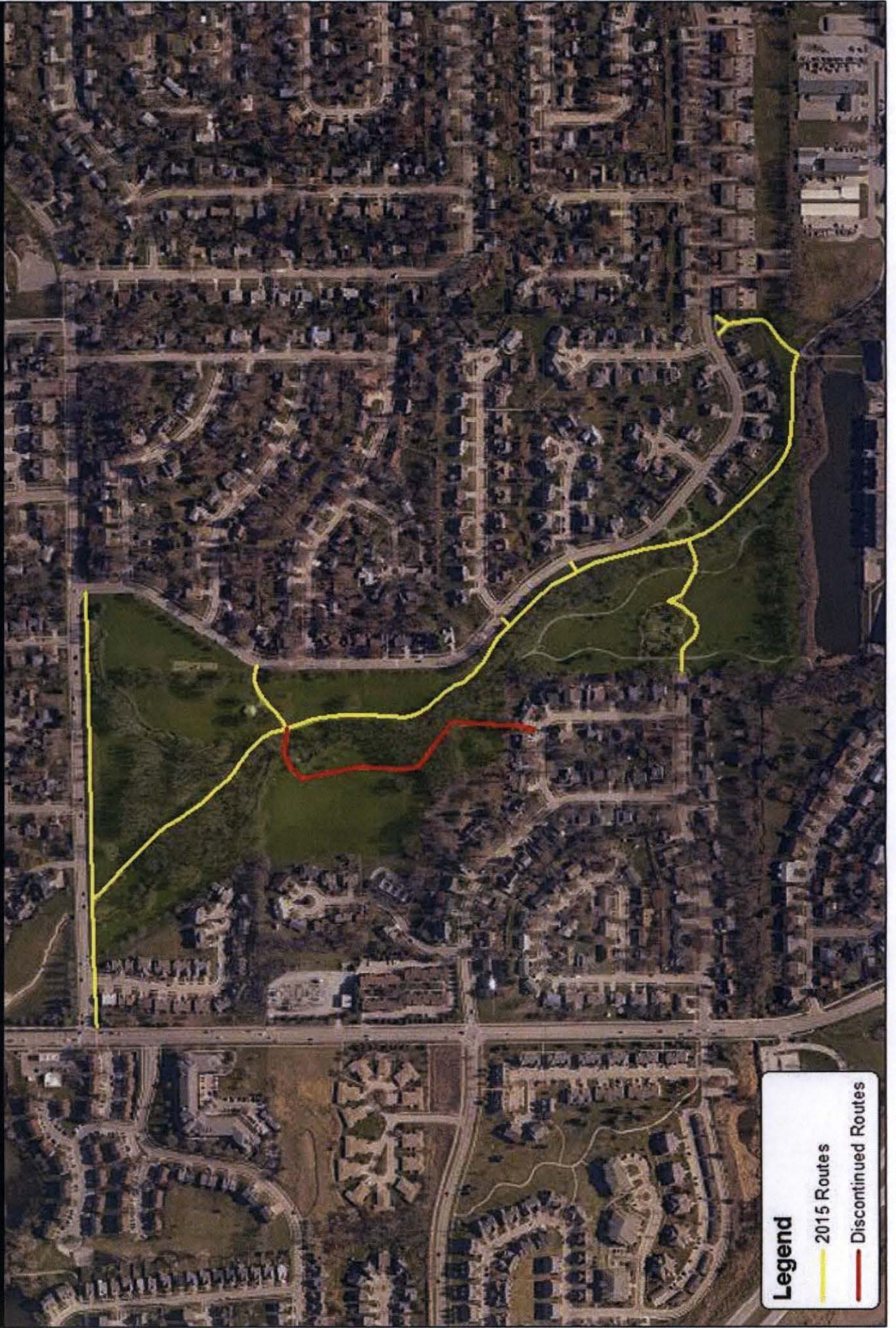
Willow Creek and Kiwanis Park

Snow Removal



0 0.2 0.4 Miles

Prepared by: Zachary Hall
Date Prepared: December 2014
Data source: MPOJC



Legend

- 2015 Routes
- Discontinued Routes

Scott Park and Windsor Ridge

Snow Removal



Prepared by: Zachary Hall
Date Prepared: December 2014
Data source: MPOJC



Legend

- 2015 Routes
- Discontinued Routes

**ATTENTION TRAIL USERS
NO WINTER MAINTENANCE**

TRAIL MAY BE SLIPPERY
DURING WINTER CONDITIONS.

TO PROVIDE WINTER SPORTS OPPORTUNITIES
SNOW WILL NOT BE REMOVED
FROM THIS TRAIL.

ENTER AT YOUR OWN RISK

Strava Metro offers an entirely new way of collecting and analyzing cycling and running route preference data by leveraging the activity uploads of millions of Strava members worldwide. Here's how it works:

- **Step 1** Strava users track their rides and runs with the [Strava app](#) on a smartphone or with a GPS device.
- **Step 2** To create a Strava Metro data service for a geographic area, Strava processes the data to remove all personal information linked to the user and structures it for compatibility with classic geographical information systems (GIS) environments.
- **Step 3** Strava Metro data enables DOTs and advocacy groups to perform detailed analyses and glean insights into cycling and running patterns dissected by time of day, day of week, season and local geography.

Anyone can now access high-resolution heatmap visualizations of the data free of charge at [Strava Labs](#).



CITY OF IOWA CITY MEMORANDUM

01-08-15

IP11

Date: January 8, 2015
To: Mayor and City Council
From: Marian K. Karr *mkk*
Re: Joint Meeting Agenda Items for January 26

The next joint meeting with City Councils of Johnson County municipalities, the Johnson County Board of Supervisors, the Iowa City School District and neighboring school districts will be held on Monday, January 26, 2015. The meeting will be hosted by Iowa City.

Please let me know of any agenda items you would like to include on that agenda at your January 20th work session.

A complete agenda and meeting date confirmation will be available in your packet preceding the January 26th joint meeting.

Iowa City Police Department and University of Iowa DPS

01-08-15
IP12

Bar Check Report - December, 2014

2015 JAN - Possession of Alcohol Under the Legal Age (PAULA) Under 21 Charges
Numbers are reflective of Iowa City Police activity and University of Iowa Police Activity

CITY CLERK
IOWA CITY, IOWA

Business Name (occupancy loads last updated Oct 2008)	Occupancy	Monthly Totals			Prev 12 Month Totals			Under 21	PAULA
		Bar Checks	Under21	PAULA	Bar Checks	Under21	PAULA	Ratio (Prev 12 Mo)	Ratio (Prev 12 Mo)
<input checked="" type="checkbox"/> = University of Iowa									
<input type="checkbox"/> 2 Dogs Pub	120	1	0	0	8	0	0	0	0
<input type="checkbox"/> Airliner	223	0	0	0	40	7	14	0.175	0.35
<input type="checkbox"/> American Legion	140	0	0	0	2	0	0	0	0
<input type="checkbox"/> Atlas World Grill	165	0	0	0					
<input type="checkbox"/> Bardot Iowa		0	0	0	5	1	0	0.2	0
<input type="checkbox"/> Baroncini~		0	0	0					
<input type="checkbox"/> Basta	176	0	0	0					
<input type="checkbox"/> Blackstone~	297	0	0	0	2	0	0	0	0
<input type="checkbox"/> Blue Moose~	436	0	0	0	62	2	2	0.0322581	0.0322581
<input type="checkbox"/> Bluebird Diner	82	0	0	0					
<input type="checkbox"/> Bob's Your Uncle *~	260	0	0	0					
<input type="checkbox"/> Bo-James	200	1	0	0	32	0	1	0	0.03125
<input type="checkbox"/> Bread Garden Market & Bakery~		0	0	0					
<input type="checkbox"/> Brix		0	0	0					
<input type="checkbox"/> Brothers Bar & Grill, [It's]	556	3	0	0	227	26	49	0.1145374	0.2158590
<input type="checkbox"/> Brown Bottle, [The]~	289	0	0	0					
<input type="checkbox"/> Buffalo Wild Wings Grill & Bar~	189	0	0	0	2	0	0	0	0
<input type="checkbox"/> Cactus Mexican Grill		0	0	0					
<input type="checkbox"/> Caliente Night Club	498	1	0	0	12	0	0	0	0
<input type="checkbox"/> Carl & Ernie's Pub & Grill	92	0	0	0	8	0	0	0	0
<input type="checkbox"/> Carlos O'Kelly's~	299	0	0	0					
<input type="checkbox"/> Chili Yummy Yummy Chili		0	0	0					
<input type="checkbox"/> Chipotle Mexican Grill	119	0	0	0					
<input type="checkbox"/> Clarion Highlander Hotel		0	0	0					
<input type="checkbox"/> Clinton St Social Club		0	0	0	4	0	0	0	0
<input type="checkbox"/> Club Car, [The]	56	0	0	0	1	0	0	0	0

Iowa City Police Department and University of Iowa DPS

FILED

Bar Check Report - December, 2014

2015 JAN -7 PM 1:26

Possession of Alcohol Under the Legal Age (PAULA) Under 21 Charges

Numbers are reflective of Iowa City Police activity and University of Iowa Police Activity

CITY CLERK
IOWA CITY, IOWA

Business Name (occupancy loads last updated Oct 2008)	Occupancy	Monthly Totals			Prev 12 Month Totals			Under 21 Ratio (Prev 12 Mo)	PAULA Ratio (Prev 12 Mo)
		Bar Checks	Under21	PAULA	Bar Checks	Under21	PAULA		
<input type="checkbox"/> Coach's Corner	160	0	0	0	8	0	0	0	0
<input type="checkbox"/> Colonial Lanes~	502	0	0	0	3	0	0	0	0
<input type="checkbox"/> Dave's Foxhead Tavern	87	0	0	0	11	0	0	0	0
<input type="checkbox"/> DC's	120	3	0	0	198	51	15	0.2575758	0.0757576
<input type="checkbox"/> Deadwood, [The]	218	0	0	0	31	0	0	0	0
<input type="checkbox"/> Devotay~	45	0	0	0					
<input type="checkbox"/> Donnelly's Pub	49	0	0	0	6	0	0	0	0
<input type="checkbox"/> Dublin Underground, [The]	57	0	0	0	15	0	0	0	0
<input type="checkbox"/> Eagle's, [Fraternal Order of]	315	0	0	0					
<input type="checkbox"/> Eden Lounge		0	0	0	26	0	0	0	0
<input type="checkbox"/> El Banditos	25	0	0	0					
<input type="checkbox"/> El Cactus Mexican Cuisine		0	0	0	1	0	0	0	0
<input type="checkbox"/> El Dorado Mexican Restaurant	104	0	0	0					
<input type="checkbox"/> El Rancho Mexican Restaurant	161	0	0	0					
<input type="checkbox"/> Elks #590, [BPO]	205	0	0	0					
<input type="checkbox"/> Englert Theatre~	838	0	0	0					
<input type="checkbox"/> Fieldhouse	178	1	0	0	144	21	7	0.1458333	0.0486111
<input type="checkbox"/> FilmScene		0	0	0	1	0	0	0	0
<input type="checkbox"/> First Avenue Club~	280	0	0	0	8	0	2	0	0.25
<input type="checkbox"/> Formosa Asian Cuisine~	149	0	0	0					
<input type="checkbox"/> Gabes~	261	1	0	0	23	0	0	0	0
<input type="checkbox"/> George's Buffet	75	0	0	0	11	0	0	0	0
<input type="checkbox"/> Givanni's~	158	0	0	0					
<input type="checkbox"/> Godfather's Pizza	170	0	0	0					
<input type="checkbox"/> Graze~	49	0	0	0					
<input type="checkbox"/> Grizzly's South Side Pub	265	1	0	0	23	0	0	0	0

Iowa City Police Department and University of Iowa DPS

Bar Check Report - December, 2014

2015 JAN -7 PM 1:25 Possession of Alcohol Under the Legal Age (PAULA) Under 21 Charges
 Numbers are reflective of Iowa City Police activity and University of Iowa Police Activity

FILED
 CITY CLERK
 IOWA CITY, IOWA

Business Name (occupancy loads last updated Oct 2008)	Occupancy	Monthly Totals			Prev 12 Month Totals			Under 21 Ratio (Prev 12 Mo)	PAULA Ratio (Prev 12 Mo)
		Bar Checks	Under21	PAULA	Bar Checks	Under21	PAULA		
<input type="checkbox"/> Hilltop Lounge, [The]	90	0	0	0	12	0	0	0	0
<input type="checkbox"/> Howling Dogs Bistro		0	0	0					
<input type="checkbox"/> IC Ugly's	72	1	0	0	25	0	0	0	0
<input type="checkbox"/> India Café	100	0	0	0					
<input type="checkbox"/> Iron Hawk		0	0	0	9	0	0	0	0
<input type="checkbox"/> Jimmy Jack's Rib Shack	71	0	0	0					
<input type="checkbox"/> Jobsite	120	0	0	0	25	0	0	0	0
<input type="checkbox"/> Joe's Place	281	3	0	0	63	0	0	0	0
<input type="checkbox"/> Joseph's Steak House~	226	0	0	0					
<input type="checkbox"/> Linn Street Café	80	0	0	0					
<input type="checkbox"/> Los Portales	161	0	0	0					
<input type="checkbox"/> Martini's	200	4	0	0	85	13	8	0.1529412	0.0941176
<input type="checkbox"/> Masala	46	0	0	0					
<input type="checkbox"/> Mekong Restaurant~	89	0	0	0					
<input type="checkbox"/> Micky's~	98	0	0	0	17	0	0	0	0
<input type="checkbox"/> Mill Restaurant, [The]~	325	0	0	0	1	0	0	0	0
<input type="checkbox"/> Moose, [Loyal Order of]	476	0	0	0					
<input type="checkbox"/> Motley Cow Café~	82	0	0	0					
<input type="checkbox"/> Noodles & Company~		0	0	0					
<input type="checkbox"/> Okoboji Grill~	222	0	0	0					
<input type="checkbox"/> Old Capitol Brew Works	294	0	0	0	1	0	0	0	0
<input type="checkbox"/> One-Twenty-Six	105	0	0	0					
<input type="checkbox"/> Orchard Green Restaurant~	200	0	0	0					
<input type="checkbox"/> Oyama Sushi Japanese Restaurant	87	0	0	0					
<input type="checkbox"/> Pagliai's Pizza~	113	0	0	0					
<input type="checkbox"/> Pancho's (Clinton St)~	62	0	0	0	2	0	0	0	0

Iowa City Police Department and University of Iowa DPS

FILED

Bar Check Report - December, 2014

2015 JAN -7 PM 1:22

Possession of Alcohol Under the Legal Age (PAULA) Under 21 Charges

Numbers are reflective of Iowa City Police activity and University of Iowa Police Activity

CITY CLERK
IOWA CITY, IOWA

Business Name <small>(occupancy loads last updated Oct 2008)</small>	Occupancy	Monthly Totals			Prev 12 Month Totals			Under 21 Ratio <small>(Prev 12 Mo)</small>	PAULA Ratio <small>(Prev 12 Mo)</small>
		Bar Checks	Under21	PAULA	Bar Checks	Under21	PAULA		
<input type="checkbox"/> Panchero's Grill (Riverside Dr)~	95	0	0	0					
<input type="checkbox"/> Pints	180	0	0	0	82	12	2	0.1463415	0.0243902
<input type="checkbox"/> Pit Smokehouse~	40	0	0	0					
<input type="checkbox"/> Pizza Arcade		0	0	0	1	0	0	0	0
<input type="checkbox"/> Pizza Hut~	116	0	0	0					
<input type="checkbox"/> Players	114	0	0	0	3	0	0	0	0
<input type="checkbox"/> Quinton's Bar & Deli	149	0	0	0	9	0	0	0	0
<input type="checkbox"/> Rice Village		0	0	0					
<input type="checkbox"/> Ridge Pub		0	0	0					
<input type="checkbox"/> Riverside Theatre~	118	0	0	0					
<input type="checkbox"/> Saloon~	120	0	0	0	2	0	0	0	0
<input type="checkbox"/> Sam's Pizza	174	0	0	0					
<input type="checkbox"/> Sanctuary Restaurant, [The]	132	0	0	0					
<input type="checkbox"/> Shakespeare's	90	0	0	0	6	0	0	0	0
<input type="checkbox"/> Sheraton		0	0	0	1	0	0	0	0
<input type="checkbox"/> Short's Burger & Shine~	56	0	0	0					
<input type="checkbox"/> Short's Burger Eastside		0	0	0					
<input type="checkbox"/> Sports Column	400	0	0	0	146	32	30	0.2191781	0.2054795
<input type="checkbox"/> Studio 13	206	1	0	0	34	0	0	0	0
<input type="checkbox"/> Summit. [The]	736	3	2	9	129	40	46	0.3100775	0.3565891
<input type="checkbox"/> Sushi Popo	84	0	0	0					
<input type="checkbox"/> Szechuan House		0	0	0					
<input type="checkbox"/> Takanami Restaurant~	148	0	0	0					
<input type="checkbox"/> Taqueria Acapulco		0	0	0					
<input type="checkbox"/> TCB	250	1	0	0	85	4	0	0.0470588	0
<input type="checkbox"/> Thai Flavors	60	0	0	0					

Iowa City Police Department and University of Iowa DPS

Bar Check Report - December, 2014

Possession of Alcohol Under the Legal Age (PAULA) Under 21 Charges
Numbers are reflective of Iowa City Police activity and University of Iowa Police Activity

Business Name <small>(occupancy loads last updated Oct 2008)</small>	Occupancy	Monthly Totals			Prev 12 Month Totals			Under 21 Ratio <small>(Prev 12 Mo)</small>	PAULA Ratio <small>(Prev 12 Mo)</small>
		Bar Checks	Under21	PAULA	Bar Checks	Under21	PAULA		
<input checked="" type="checkbox"/> = University of Iowa									
<input type="checkbox"/> Thai Spice	91	0	0	0					
<input type="checkbox"/> Times Club @ Prairie Lights	60	0	0	0					
<input type="checkbox"/> Trumpet Blossom Café	94	0	0	0					
<input type="checkbox"/> Union Bar	854	5	0	6	162	13	50	0.0802469	0.308642
<input type="checkbox"/> VFW Post #3949	197	0	0	0					
<input type="checkbox"/> Vine Tavern, [The]	170	1	0	0	12	1	0	0.0833333	0
<input type="checkbox"/> Wig & Pen Pizza Pub~	154	0	0	0					
<input type="checkbox"/> Yacht Club, [Iowa City]~	206	0	0	0	29	0	1	0	0.0344828
<input type="checkbox"/> Yen Ching		0	0	0					
<input type="checkbox"/> Z'Mariks Noodle House	47	0	0	0					
Totals		31	2	15	1855	223	227	0.1202156	0.122372
Off Premise		0	0	1	0	0	150	0	0
Grand Totals				16			377		

* includes outdoor seating area
~ exception to 21 ordinance

2015 JAN -7 PM 1:22
 CITY CLERK
 IOWA CITY, IOWA
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City of Iowa City
2014 Building Statistics

Value/Type of Construction	January	February	March	April	May	June	July	August	September	October	November	December	TOTAL	NON-TAXABLE
Single Family - \$	1,944,000	280,000	6,243,028	5,618,625	5,298,432	2,663,583	2,593,748	4,332,122	3,520,862	7,680,725	2,826,776	2,170,008	45,171,909	
Number of Permits	6	1	25	21	22	10	12	15	16	29	11	8	176	
Duplex - \$		602,179	235,000				550,000	300,000	185,000			688,961	2,561,140	
Number of Permits		1	1				1	2	1			1	7	
Sororities & Fraternities - \$														
Number of Permits														
Multiple Units			3,328,000			784,947		700,000	9,150,000	3,414,070	5,950,000	2,380,951	25,707,968	
Number of Permits			4			1		1	4	1	4	1	16	
Number of Buildings			4			1		1	3	1	4	1	15	
Number of Dwelling Units			22			6		7	60	33	72	18	218	
Mix - Commercial/Residential		4,650,000	1,000,000							2,255,093			7,905,093	
Number of Permits		2	1							1			4	
Number of Buildings		2	1							2			5	
Number of Dwelling units		15	4							18			37	
Motels, Hotels - \$														
Number of Permits														
Churches - \$										19,000			19,000	19,000
Number of Permits										1			1	1
Industrial - \$					94,400		550,000		750,000		172,000		1,566,400	
Number of Permits					1		1		1		1		4	
Service Stations - \$														
Number of Permits														
Hospitals & Institutions - \$														
Number of Permits														
Offices, Banks, Prof. - \$									11,079,575		1,000,000		12,079,575	
Number of Permits									1		1		2	
Public Works & Utilities - \$		3,930,000		4,467,470		2,806,900			160,000			103,000	11,467,370	11,467,370
Number of Permits		1		1		1			1			1	5	
Schools - \$							11,338,000			105,000			11,443,000	11,443,000
Number of Permits							1			1			2	
Stores & Customer Svc. - \$								4,850,000		1,000,000			5,850,000	
Number of Permits								1		1			2	
Misc. Structures/Fences - \$						600		4,850	95,000	28,181	3,496		132,127	
Number of Permits						1		2	1	1	1		6	
Remodel, Residential - \$	253,088	125,997	517,655	631,833	651,198	934,602	631,349	457,000	628,964	398,999	162,900	379,972	5,773,557	
Number of Permits	17	10	24	31	41	42	42	28	30	30	21	19	335	
Remodel, Commercial - \$	418,400	737,700	1,404,278	4,462,330	855,225	1,061,699	1,571,550	574,308	5,822,545	732,680	2,770,980	994,078	21,405,773	11,036,707
Number of Permits	12	8	10	13	7	10	11	12	9	6	5	11	114	
Remodel, Public Works - \$			500,000						165,800	269,900		48,000	983,700	983,700
Number of Permits			1						1	1		1	4	
Accessory Structures	1,000			50,900	16,000	29,500		64,200	161,000	25,400	159,600	5,000	512,600	
Number of Permits	1			3	1	3		2	6	4	3	2	25	
TOTAL VALUE	2,616,488	10,325,876	13,227,961	15,231,158	6,915,255	8,281,831	17,234,647	6,432,480	36,568,746	14,929,048	14,045,752	6,769,970	152,579,212	34,930,777
TOTAL PERMITS	36	23	66	69	72	68	68	62	72	75	48	44	703	

MINUTES
CHARTER REVIEW COMMISSION
JANUARY 6, 2015 – 7:45 A.M.
HELLING CONFERENCE ROOM, CITY HALL

DRAFT

Members Present: Steve Atkins, Andy Chappell, Karrie Craig, Karen Kubby, Mark Schantz (via telephone), Melvin Shaw (arrived 7:47), Anna Moyers-Stone, Adam Sullivan, Dee Vanderhoef

Staff Present: Eleanor Dilkes, Marian Karr

RECOMMENDATIONS TO COUNCIL: (to become effective only after separate Council action):

None

CALL TO ORDER:

Chairperson Chappell called the meeting to order at 7:45 A.M.

CONSIDER MOTION ADOPTING CONSENT CALENDAR AS PRESENTED OR AMENDED:

a. Minutes of the Meeting on 12/23/14 –

Vanderhoef moved to adopt the Consent Calendar as presented. Kubby seconded the motion. The motion carried 8-0, Shaw absent.

REPORTS FROM MEMBERS AND STAFF:

None.

DISCUSSION OF THE PUBLIC FORUM (January 7, Iowa City Public Library, 6:00 P.M.)

Chappell stated that they need to discuss a few items prior to tomorrow's forum. He suggested the Commission break into four groups with two Members in each group. This way there is a Commission Member to guide the discussion and another to take notes during the discussion. Chappell then spoke to the amount of time spent on each topic, stating that previously (10 years ago) they did 25 minutes per topic, with four distinct topics. He added that this seems excessive to him. He would like to plan for 20 minutes per topic and asked what the other Members would like to do. Vanderhoef asked how well the conversation went during the 25-minute period last time and if it tapered off quickly. Chappell stated that he really does not remember too well how it went, but that the discussion was good and those in attendance appeared to be very appreciative of being able to offer their opinions. Kubby stated that 20 minutes should be sufficient and others agreed.

Chappell then spoke to the introduction time, noting that he does not see this taking 15 minutes. He would like to do a brief introduction as to where the Commission is in the process, what they have done so far, and where they are headed, and then do an introduction of the first topic. Kubby stated that it would probably be a good idea to introduce the process once they break into small groups. Chappell then asked Members how long overall they would like this forum to

be. With the specific topics they have in mind, they would use up an hour and a half with 20 minutes per topic. Kubby stated that she believes 8:00 P.M. would give them plenty of time and others agreed. Kubby added that it would be helpful if someone could come around to the groups when they have approximately five minutes left and let them know that their time is almost up. She stated that it can be hard to keep track of time when involved in these discussions. Sullivan stated that he hates to give a set end time, especially if someone comes to the forum wanting to share their thoughts and things become rushed. Kubby stated that they could advertise 8:00 P.M. as the end time, but if discussion is still ongoing, they can always stay. Karr asked if Members want a timeframe for comments put on the meeting agenda. Chappell and others stated that most people come with the knowledge of having five minutes to speak.

Dilkes stated that if there is not going to be an actual end time, they really should not put this on their agenda. She suggested they not put anything if they are going to leave it open to continue. Members continued to discuss this issue, with Karr noting that if they put 8:00 P.M. and no one comes after 7:30, they do have to stay until 8:00. Chappell suggested wording to the effect of 'up until 8:00' or something similar. Kubby suggested they state this in the introductory remarks that they hope to end around 8:00 P.M. After further discussion, Members agreed that there would be no set ending time and no notation on length of comments on the agenda. Chappell concluded that Members should be the ones reporting out at the end on each topic.

Chappell then spoke to the 'facilitator tips' that Members received, asking Members if they have any questions regarding these. He reviewed how they can keep people focused on the specific topic. There was agreement to have copies of the Charter and press release available for people to review during the forum. Karr stated that one issue that came up last time was people wanting to speak on one topic in particular and not being able to stay for the entire session. She asked if Members are willing to deviate somewhat for this type of situation. Chappell stated that he is sure Members can work with individuals should this arise.

Shaw asked how they plan to break into pairs for the forum as they have an odd number of Members. Chappell responded that Schantz will not be able to attend, leaving them with an even number of Members. He then suggested the pairings of Kubby and Atkins, Moyers-Stone and Shaw, Sullivan and Vanderhoef, and Craig and Chappell. Chappell added that Members can decide themselves who will facilitate and who will take notes. He suggested that topics be introduced, comments then heard, and that then Members try to challenge people's reactions to see if they can see any downside to possible amendments. Atkins asked if they would be pushing negative aspects by doing this early on. Chappell stated that his sense is they are just asking people if they see any, that they are not introducing them into the discussion necessarily. Shaw asked if their notes from the forum will be typed prior to their next meeting, and Karr stated that these notes will be typed and become part of the minutes.

Sullivan asked if there will be nametags available. Karr stated that they can have these pre-made for Commission Members. She asked if they also want temporary ones for the public to use and Members stated that they would like to have these. Members continued to discuss how best to take notes during the forum, with Chappell stating that his general sense is that they do not need to single out people by name for reporting purposes; as much as needing to get the ideas down that come out of their group.

Members continued to talk about the forum. Questions were also asked about how the reporting-out process is expected to go. Discussion was also held on room set-up and how this

is expected to be handled. Members then spoke to group formation and how they want to handle this aspect. This led to a brief discussion of the availability of tables, and whether they would be round or rectangular. Karr stated that one issue that may come up is 'what's next' for the group. She asked if the group is agreeable to the meeting schedule that Chappell suggested at the last meeting and if another forum is going to be held, adding that the public is interested in what is happening next. Kubby noted that they had talked about having another forum after they have a final draft to share.

PUBLIC COMMENT:

None.

TENTATIVE THREE-MONTH MEETING SCHEDULE (7:45 AM unless specified):

Chappell spoke to the meeting schedule and the possibility of shooting for the redlined draft and final public hearing at the end of February. He asked what schedules are like during the spring break period, and several Members noted they would be absent. Chappell asked if February 17 or 24 would work for the next forum. Members will check their calendars and staff will check room availability. Atkins will be gone for two weeks starting February 18. Chappell asked that everyone check their calendars. He also suggested they add an extra meeting on March 3, in addition to their March 10 and 24 meetings.

January 7 (FORUM)

January 13

January 27

February 10

February 24

March 3

March 10

March 24

(Commission work completed no later than April 1, 2015)

ADJOURNMENT:

Sullivan moved to adjourn the meeting at 8:35 A.M., seconded by Shaw. Motion carried 9-0.

Charter Review Commission

ATTENDANCE RECORD

2014

NAME	TERM EXP.	04/08/14	05/13/14	05/27/14	06/10/14	06/24/14	07/22/14	08/12/14	08/26/14	09/09/14	09/23/14	09/30/24	10/14/14	10/28/14	11/10/14	11/25/14
Steve Atkins	4/1/15	X	X	O/E	X	X	X	X	X	X	X	X	X	X	X	X
Andy Chappell	4/1/15	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Karrie Craig	4/1/15	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Karen Kubby	4/1/15	O	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Mark Schantz	4/1/15	X	X	X	X	X	X	O/E	X	X	X	O/E	X	O/E	X	X
Melvin Shaw	4/1/15	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Anna Moyers Stone	4/1/15	X	X	X	X	X	X	O/E	X	X	X	X	X	O/E	X	X
Adam Sullivan	4/1/15	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Dee Vanderhoef	4/1/15	X	X	X	X	X	X	X	X	X	X	X	O/E	X	X	X

Key:

- X = Present
- O = Absent
- O/E = Absent/Excused
- NM = No meeting
- = Not a Member at this time

Charter Review Commission
ATTENDANCE RECORD (cont.)
2014/2015

NAME	TERM EXP.	12/09/14	12/23/14	01/06/15	01/07/15												
Steve Atkins	4/1/15	X	X	X													
Andy Chappell	4/1/15	X	X	X													
Karrie Craig	4/1/15	X	X	X													
Karen Kubby	4/1/15	X	X	X													
Mark Schantz	4/1/15	X	X	X													
Melvin Shaw	4/1/15	X	X	X													
Anna Moyers Stone	4/1/15	X	X	X													
Adam Sullivan	4/1/15	X	X	X													
Dee Vanderhoef	4/1/15	X	X	X													

Key:

- X = Present
- O = Absent
- O/E = Absent/Excused
- NM = No meeting
- = Not a Member at this time

**MINUTES
HOUSING AND COMMUNITY DEVELOPMENT COMMISSION
NOVEMBER 20, 2014 – 7:00 PM
DALE HELLING CONFERENCE ROOM, CITY HALL**

PRELIMINARY

MEMBERS PRESENT: Peter Byler, David Hacker, Jim Jacobson, Dorothy Persson, Christine Ralston, Angel Taylor, Rachel Zimmermann Smith

MEMBERS ABSENT: Michelle Bacon Curry, Andrew Chappell

STAFF PRESENT: Marcia Bollinger, Tracy Hightshoe

OTHERS PRESENT: Kyra Seay

RECOMMENDATIONS TO CITY COUNCIL:

HCDC recommends the City Council approve the 2016-2020 Consolidated Plan with the following changes: Employment Training and Transportation be included as public service priorities, the same public service priorities be used for public facilities, and as opposed to a \$50,000 minimum award for public facilities the language be changed to no more than two public facilities shall be awarded funding per funding round. The Commission also recommends that the preference under the economic development set-aside shall be for micro-enterprise assistance.

CALL TO ORDER:

The meeting was called to order at 6:30 PM.

APPROVAL OF SEPTEMBER 18, 2014 MINUTES:

Ralston moved to approve the minutes of the September 18, 2014 meeting with minor edits.

Persson seconded.

A vote was taken and the motion carried 7-0.

PUBLIC COMMENT OF ITEMS NOT ON THE AGENDA:

There were none.

STAFF/COMMISSION COMMENT:

Hightshoe introduced Marcia Bollinger, staff member in Neighborhood Services who will be the lead contact for the Aid Agency projects.

REVIEW OF THE DRAFT 2016-2020 CONSOLIDATED PLAN (a.k.a. CITY STEPS):

Zimmermann Smith stated that the review of the draft consolidated plan is something fairly new to many members of the Commission so Hightshoe will guide the Commission through the document. It is a HUD mandated document, so there is not a lot of changes the Commission can make in regards to formatting.

Hightshoe explained that the Consolidated Plan is a five-year plan to guide the City on how to spend the CDBG and HOME dollars received each year. The Plan includes an estimate of the funds we anticipate receiving; however the actual amounts are determined by the program income received during the 5-years and annual approval of a budget by Congress. Hightshoe stated they anticipate the allocations will likely go down over the next 5-years given the federal climate. Therefore, when Hightshoe mentions an amount, it will be estimates, subject to change.

In the five-year plan there is a lot of data. The consultant, per HUD guidance, pulls much of the data from Community Housing Authority System (CHAS) and the 2010 Census. Hightshoe asked the Commission to focus on the priorities identified and the set-asides. She distributed two documents for discussion. The first was the proposed set-aside activities and amounts. In the last Plan, the Council established set-asides for rehabilitation, economic development, etc. by Council resolution. In this Plan, the set-asides are directly identified. A separate Council action will not be needed. Set-asides means funds are directly allocated to that activity, typically administered by City staff. Set asides include rehabilitation, economic development, public infrastructure (neighborhood amenities), Aid to Agencies and administration. The Commission will recommend allocations for the entire Aid to Agencies budget under a different allocation process in January. The other set-asides will be administered by staff. The CDBG public service allocation is limited by HUD rules to no more than 15% of the CDBG entitlement plus last year's program income.

The set-asides also support the Owner-Occupied Housing Rehabilitation program. In the previous Council resolution, 13% of the CDBG and HOME entitlement plus CDBG rehab program income was allocated to rehabilitation. With federal entitlements going down, it was not sufficient to maintain our existing program. In the last few years, the City has applied for and been awarded additional funds through the competitive process. The rehab. set-aside is now set so that the City can continue to complete about 20 – 25 homes per year. Economic development used to be 15% of the CDBG entitlement but in this proposed plan it is lowered as more businesses have greater access to credit than they did in 2008/09. The amount has been dropped to \$50,000 and the oversight is done by the City Council Economic Development Committee.

To align with the City's Strategic Plan we have introduced a new set-aside for public infrastructure for neighborhood improvements in the amount of \$75,000. This will grant greater flexibility in responding to neighborhood needs and efforts to assist with neighborhood stabilization. Staff will survey neighborhood needs, get feedback from neighborhoods and/or neighborhood representatives and work with Public Works staff to price and bid projects such as sidewalk connections, neighborhood parks improvements, increased lighting, and streetscape improvements in low income census tracts that are not primarily student dominated.

Improvements to the downtown neighborhoods are possible if for a specific low-moderate income household (must be income certified) such as sidewalk replacements.

Byler asked about the \$235,000 in CDBG and \$90,000 in HOME for rehab. and how it was calculated. Hightshoe clarified that amount is based on number of projects per year that the City hopes to complete (20-25) and to cover the administrative costs to complete the projects. The HOME set-aside for \$90,000 for owner-occupied housing rehabilitation should be stated with the CDBG set-asides for clarification, it was omitted by mistake.

Hightshoe stated that once the CDBG set-asides are removed there is approximately \$80,000 available each year for public facilities and/or housing activities. There will be approximately \$298,000 available for HOME eligible housing activities. In the application, it states the minimum award is \$50,000. With \$80,000 available, staff recommends the wording be changed to no more than two CDBG projects in each funding round to grant some flexibility on the amount allocated to one or two projects.

Byler asked who set the \$50,000 project minimum amount. Hightshoe stated it was administration's preference to start making a larger impact with our limited funds and factoring administrative time to complete the projects.

Hightshoe stated that in total, what will be allocated out in March with CDBG/HOME funding awards is about \$378,000. There will be \$80,000 in CDBG eligible projects and \$298,000 for HOME projects. The Aid to Agency budget includes \$100,000 in CDBG funds. HCDC will be recommending the budget for the entire Aid to Agency pool of funds that includes an additional \$278,000 in City general funds in January. In total, the Commission makes a budget recommendation for approximately \$756,000 in federal and local funds to eligible projects annually.

Jacobson asked if the CDBG/HOME budget for competitive allocations (approx. \$378,000) is consistent with other years, because it seems low. Hightshoe confirmed that it was lower due to the set-asides.

Hightshoe stated that HCDC can make recommendations to Council about set-asides, both the activity and the amount of funds allocated to it. Council has final approval, but will consider HCDC recommendations.

The second item Hightshoe wished to point out to the Commission from the Plan is the priorities. In 2011 – 2015 all eligible activities were listed and were prioritized as high, medium, low or no need. Any activity could be funded, except no need, without a Consolidated Plan amendment. In the 2016-2020 Plan an activity may only be funded if identified as a priority. If not a priority and Council wishes to fund, a Consolidated Plan amendment must be done. Hightshoe suggested HCDC review the priorities. The Commission has the ability to edit the list, expand it, or shorten it.

Hightshoe pointed out the priority changes from the 2011-2015 plan (high priorities) to the new 2016-2020 plan.

Byler commented that the economic development committee reviews the façade improvements and small business assistance (including micro-enterprise), but some of these activities such as façade improvements don't necessarily assist extremely low, low income or moderate income households. That seems to be a lot of money spent on an activity that could be better used to

benefit the extremely low or low income community. Hightshoe explained that 70% of the CDBG activities must benefit low-moderate income (LMI) persons. There are some eligible activities that don't require a LMI benefit. Façade improvements are a CDBG eligible activity in an urban renewal area that doesn't require a LMI benefit. It would be considered as preventing slum and blight. Iowa City has various urban renewal areas founded on slum and blight in addition to the City-University, such as the Towncrest Urban Renewal Area.

Persson asked if within the economic development set-aside could it be limited to only loans for small businesses? Hightshoe confirmed it could. There was discussion regarding the funds going to downtown businesses. Hightshoe stated that to be eligible the business has to hire primarily LMI persons without requiring advanced degrees or certifications or be considered a micro-enterprise (5 or fewer employees and/or employees, 51% of which are LMI).

The City Council Economic Development Committee reviews the economic development activities. The consensus of HCDC was to recommend that this set-aside focus on micro-enterprise assistance and, if necessary, that façade improvements be limited to areas of town that really need revitalization.

Hightshoe explained a new partnership with MidWestOne bank regarding loans for business owners under 80% median income. Applicants will apply to the City, the City will approve or deny and forward loan approvals to MidWestOne. MidWestOne will enter a loan agreement, provide the funds and service the loan, including collection if the borrower is delinquent. The City will guarantee the loan amount. Having MidWestOne service the loan provides better collection services and also provides the opportunity for the borrower to establish a line of credit with a commercial lender and provides a lending history that can be used to obtain credit at other banks.

HCDC discussed the priorities in the draft CITY STEPS Plan. Jacobson commented on the listed priorities, and questioned the omission of transportation. Hightshoe stated in the 2011-2015 plan it was a high priority, but in the 2016-2020 plan it was not identified as a priority. Hightshoe stated the consultants may not have included as the cost for transportation services often exceeds the amount of CDBG funds available, such as the costs of an additional bus line, etc. CDBG funds could assist with a taxi cab voucher program that requires much less funding.

Ralston stated that it's best to have as much on the priority list as possible since that is the only way to receive funding. Zimmermann Smith questioned why employment funding is not listed as a priority, as well as crime prevention.

Jacobson asked if the Commission was limited to the number of priorities. Hightshoe replied that there is no limit to the number of priorities, but there is only \$100,000 of funds in public services to be allocated and about \$80,000 for public facilities/housing with CDBG funds.

Zimmermann Smith requested that employment training be added as a public services priority. Discussion on crime prevention, financial literacy, transportation and elder services priorities.

Ralston questioned what would be an example of an activity that would fall under the public facilities realm. Hightshoe stated that the way the draft Plan is worded any activity that benefits low income households would be eligible.

Hacker recommended keeping the priorities general and allowing the greatest flexibility.

The Commission questioned the statement of "large family" as one of the desirable recipient groups. Hightshoe stated the Plan's definition of a large family is a household of five or more people where at least one person is related to the household by blood, marriage or adoption.

Members of the Commission discussed having different priorities for Public Services and Public Facilities and found that to be inconsistent and suggested the same priorities be used for both.

Persson moved to have HCDC recommend that City Council approve the draft 2016-2020 Consolidated Plan with the following changes: Employment Training and Transportation be included as public service priorities, the same public service priorities be used for public facilities, and as opposed to a \$50,000 minimum award for public facilities the language be changed to no more than two public facilities shall be awarded funding per funding round. The Commission also recommends that the preference under the economic development set-aside shall be for micro-enterprise assistance.

Jacobson seconded the motion.

At vote was taken and the motion carried 7-0.

Jacobson questioned if HCDC should review the Affordable Housing Location Model at an upcoming meeting as it is included in the Consolidated Plan as well. Hightshoe gave a brief background about how the location model was developed and what reasons prompted the model. Byler stated certain neighborhoods already have a high concentration of affordable housing; however it should be noted that many of the newer neighborhoods are too pricy for affordable housing and a barrier to building affordable housing. The Commission all agreed this was an important topic to discuss at an upcoming meeting to see if there are any recommendations the Commission should make to City Council as it relates to disbursing affordable housing throughout Iowa City and in terms of policies to help create affordable housing in city assisted residential developments. Will place as an agenda item in late spring or early summer after the allocation process.

NEW BUSINESS:

Hightshoe discussed the FY16 CDBG/HOME Funding Process Timeline stating it was similar to previous years. Applications will be due on January 16, the question/answer session will be February 19, and review and budget recommendations scheduled March 5 and March 12. Following the March meetings the FY16 Action Plan will be drafted to be presented to Council at their May 5 meeting.

Persson stated that March 5 might be a problem as that is the Big 10 basketball tournament. Zimmermann Smith felt the decisions could be made in one meeting, so possibly the only meeting needed is March 12. There was a consensus to remove the March 5 date from the timeline.

Review and Approve FY16 CDBG/HOME Application Materials. Materials reviewed. There were some changes to the evaluation criteria. Jacobson questioned the statement that "funds are not available for public service eligible activities such as operations or salaries". Hightshoe stated that those funding requests are considered under the United Way Joint Funding Process. We no longer have extra funds for a funding round separate than the United Way Joint Funding Process that includes about \$100,000 of the City's CDBG funds.

Persson moved to approve the funding process timeline, as amended (removal of the March 5 meeting date), the application materials with the amendment to state as opposed to a \$50,000 minimum award for public facilities the language be changed to no more than two public facilities shall be awarded funding per funding round.

Taylor seconded the motion.

A vote was taken and motion carried 7-0.

Discuss and Review FY16 Aid to Agency Funding Process & Timeline. Hightshoe reviewed the timeline. Applications were due August 28. Applications from those agencies applying for Iowa City funds will be distributed in December. The City Council will adopt CITY STEPS at their December meeting that will outline the priorities for the next five years. Since the applications were due before the City could adopt priorities, agencies will be allowed to submit an addendum to state how their application fits into the priorities identified in CITY STEPS. On January 15 HCDC will formulate a budget recommendation to City Council. Hightshoe reported that previously the Commission asked for the average score ranked vs. what was allocated. An analysis was completed and submitted to members. Hightshoe asked if the Commission wanted to tie the Aid to Agencies awards to CITY STEP priorities. That decision does not have to be decided on at this time, but the Commission felt CITY STEPS priorities should be used as a guiding principle.

MONITORING REPORTS:

Zimmermann Smith stated she was unable to complete her reports, FY15 the Housing Fellowship-CHOO & FY15 Crisis Center - Aid to Agencies. Hacker also stated he was unable to complete his report, FY15 ShelterHouse-Aid to Agencies.

Persson worked with Brian Loring on the FY15 Neighborhood Centers -Aid to Agencies report. Loring gave her a tour of the facilities on Halloween, showing the playground HCDC had funded, also the drainage solutions they had been able to correct. It was also encouraging to hear how they were partnering with other agencies to look for programs to aid children. Overall it was a good visit and the improvements they have made are all great.

ADJOURNMENT:

Jacobson moved to adjourn.

Ralston seconded the motion.

A vote was taken and motion carried 7-0.

**HOUSING AND COMMUNITY DEVELOPMENT COMMISSION
ATTENDANCE RECORD
2014-2015**

NAME	TERM EXP.	9/19	10/17	11/21	12/19	1/16	2/20	3/6	4/17	6/19	9/18	11/20
BACON CURRY, MICHELLE	9/1/2014	X	O/E	X	O/E	X	O/E	X	X	X	----	O/E
CHAPPELL, ANDREW	9/1/2015	X	X	X	X	X	X	X	X	X	X	O/E
CHERYLL CLAMON	9/1/2014	O/E	X	X	X	X	X	X	X	X	----	----
DRUM, CHARLIE	9/1/2013	---	---	---	---	---	---	---	---	---	---	----
HACKER, DAVID	9/1/2016	X	X	X	X	X	X	X	X	X	X	X
JACOBSON, JIM	9/1/2017	X	O/E	X	X	X	X	X	X	O/E	X	X
MATTHES, PETER	9/1/2016	O/E	O/E	X	X	O/E	O/E	O/E	X	O/E	----	----
PERSSON, DOTTIE	9/1/2016	X	X	X	X	X	X	X	X	X	X	X
BYLER, PETER	9/1/2017	---	---	---	---	---	---	---	---	---	X	X
RALSTON, CHRISTINE	9/1/2015	X	X	O/E	X	O/E	X	X	X	O/E	X	X
TAYLOR, ANGEL	9/1/2017	----	----	---	---	---	---	---	---	---	X	X
ZIMMERMANN SMITH, RACHEL	9/1/2015	O/E	X	X	X	X	X	X	X	O/E	X	X

Key:

- X = Present
- O = Absent
- O/E = Absent/Excused
- = Not a Member